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THE
ASSOCIATION
OF
ART MUSEUM
DIRECTORS

1991
SALARY
SURVEY

ASSOCIATION OF ART MUSEUM DIRECTORS
41 East 65th Street, New York, NY 10021
Telephone: (212) 249-4423

FOREWORD

The 1991 AAMD Salary Survey is the eighth in a series of annual surveys of art museum salaries issued by the Association of Art Museum Directors. The results of this survey represent responses from 169 of 204 museums surveyed - a response rate of 83 percent. Among the museums surveyed were both current and former AAMD members. Membership in the Association is predicated on an annual operating budget of $1 million or more. While the response rate in excess of 80 percent enables this report to be statistically representative of institutions eligible for AAMD membership, one should not assume automatically its relevance to museums in other disciplines or of smaller size.

The positions for which salary information was sought were only those considered (a) professional and (b) more likely to be filled from the national marketplace rather than locally. Comparative statistics on clerical, maintenance, and security salaries are felt to be more valid when secured from within a museum's own region.

The tabulation of the statistical data in this survey was accomplished by Dr. David A. Karns of Audience Concepts in Dayton, Ohio. Thanks are due to Dr. Karns for his design of the survey instrument and computer program that produced this report. Thanks are also due to the museums responding to the survey for the considerable time and effort put into their responses and to the American Association of Museums for the national distribution of the survey results.

The format of this survey is identical to that issued in 1990 and reflects a 1983 change in procedures by the U. S. Bureau of the Census to consolidate Metropolitan Statistical Areas (MSA) in areas exceeding one million population into Consolidated Metropolitan Statistical Areas (CMSA). To alleviate confusion, we have included a table of population by MSA/CMSA for regions in which responding institutions are located.

Salary statistics are only presented when four or more responding museums reported salaries for a specific position. Positions with fewer than three responding museums are designated with *.

Millicent Hall Gaudieri
Executive Director

TABLE OF CONTENTS

Foreword i

Metropolitan area population estimates (MSA/CMSA) 1

American Association of Museum regional associations 2

AAMD Salary Survey questionnaire 3

Position descriptions 6

Responding museum characteristics 10

Responding museum fiscal characteristics 13

Benefits offered by museums 15

Salary procedures of responding museums 16

Salary comparisons

- Directors 17
- Administrators 18
- Development Officers 19
- Marketing Directors 20
- Membership Secretaries 21
- Public Relations Officers 22
- Museum Store Managers 23
- Volunteer Coordinators 24
- Curators 25
- Curatorial Assistants 30
- Photographers 31
- Educators 32
- Educational Assistants 35
- Registrars 36
- Librarians 39
- Conservator 42
- Conservation Assistants 46
- Conservation Scientists 47
- Preparators 48
- Editors 50
- Head Designers 51
- Building Superintendents 52
- Chiefs of Security 53

University museum salary comparisons 54

Metropolitan area populations

United States areas

Akron, OH	2,800,000
Allentown, PA	600,000
Amherst, MA	500,000
Anchorage, AK	200,000
Ann Arbor, MI	4,800,000
Athens, GA	50,000
Atlanta, GA	2,100,000
Austin, TX	500,000
Baltimore, MD	2,200,000
Berkeley, CA	5,400,000
Birmingham, AL	900,000
Bloomfield Hills, MI	4,800,000
Bloomington, IN	50,000
Boston, MA	4,000,000
Brockton, MA	4,000,000
Bronx, NY	17,500,000
Brooklyn, NY	17,500,000
Brunswick, ME	50,000
Buffalo, NY	1,200,000
Cambridge, MA	4,000,000
Carbondale, IL	50,000
Cedar Rapids, IA	400,000
Chadds Ford, PA	5,700,000
Champaign, IL	100,000
Chapel Hill, NC	600,000
Charleston, SC	400,000
Chicago, IL	8,000,000
Cincinnati, OH	1,700,000
Cleveland, OH	2,800,000
Cody, WY	50,000
Colorado Springs, CO	300,000
Columbia, SC	400,000
Columbus, OH	1,200,000
Coral Gables, FL	2,600,000
Corning, NY	50,000
Dallas, TX	3,000,000
Davenport, IA	400,000
Dayton, OH	900,000
Denver, CO	1,600,000
Des Moines, IA	300,000
Detroit, MI	4,800,000
El Paso, TX	500,000
Flint, MI	500,000
Fort Lauterdale, FL	2,645,000
Fort Worth, TX	3,000,000
Gainesville, FL	100,000
Grand Rapids, MI	600,000
Hanover, NH	50,000
Hartford, CT	1,000,000
Honolulu, HI	800,000
Houston, TX	3,100,000
Huntsville, AL	200,000
Indianapolis	1,200,000
Iowa City, IA	400,000
Ithaca, NY	50,000
Kansas City, MO	1,400,000
La Jolla, CA	1,900,000
Lawrence, KS	50,000
Lexington, KY	300,000
Lincoln, NE	200,000
Lincoln, MA	4,000,000
Little Rock, AR	500,000
Long Beach, CA	11,500,000
Los Angeles, CA	11,500,000
Louisville, KY	1,000,000
Madison, WI	300,000
Malibu, CA	11,500,000
Manchester, NH	100,000
Memphis, TN	900,000
Miami, FL	2,600,000
Milwaukee, WI	1,600,000
Minneapolis, MN	2,100,000
Montclair, NJ	50,000
Montgomery, AL	200,000
New Brunswick, NJ	50,000
New Haven, CT	500,000
New London, CT	50,000
New Orleans, LA	1,300,000
New York, NY	17,500,000
Newark, NJ	17,500,000
Newport Beach, CA	11,500,000
Norfolk, VA	1,200,000
Northhampton, MA	500,000
Notre Dame, IN	100,000
Oakland, CA	5,400,000
Oberlin, OH	50,000
Omaha, NE	600,000
Orlando, FL	700,000
Palm Beach, FL	600,000
Philadelphia, PA	5,700,000
Phoenix, AZ	1,500,000
Pittsburgh, PA	2,400,000
Portland, ME	100,000
Portland, OR	1,300,000
Poughkeepsie, NY	50,000
Princeton, NJ	50,000
Providence, RI	1,100,000
Purchase, NY	17,500,000
Raleigh, NC	600,000
Richmond, VA	800,000
Rochester, NY	1,000,000
Sacramento, CA	1,100,000
Saint Paul, MN	2,100,000
Salt Lake City, UT	900,000
San Antonio, TX	1,100,000
San Diego, CA	1,800,000
San Francisco, CA	5,400,000
San Jose, CA	5,400,000
San Marino, CA	11,500,000
Santa Barbara, CA	300,000
Santa Monica, CA	11,500,000
Sarasota, FL	1,600,000
Savannah, GA	200,000
Seattle, WA	2,100,000
Springfield, MA	500,000
St. Louis, MO	2,400,000
St. Petersburg, FL	1,600,000
Stanford, CA	5,400,000
Syracuse, NY	600,000
Tacoma, WA	2,100,000
Tampa, FL	1,600,000
Toledo, OH	600,000
Tucson, AZ	500,000
Tulsa, OK	700,000
Utica, NY	300,000
Washington, DC, TX	3,000,000
West Palm Beach, FL	600,000
Wichita, KS	400,000
Williamstown, MA	50,000
Wilmington, DE	5,700,000
Winterthur, DE	5,700,000
Worcester, MA	400,000
Yonkers, NY	17,500,000
Youngstown, OH	550,000

Canadian areas

Charlottetown, P.E.I.	100,000
Edmonton, Alberta	700,000
Hamilton, Ontario	500,000
Montreal, Quebec	2,800,000
Ottawa, Ontario	700,000
Toronto, Ontario	3,000,000
Vancover, B.C.	1,300,000
Winnipeg, Manitoba	600,000

Regional Associations of the American Association of Museums

Southeast

Alabama
Arkansas
Florida
Georgia
Kentucky
Louisiana
Mississippi
North Carolina
South Carolina
Tennessee
Virginia
West Virginia

New England

Connecticut
Massachusetts
Maine
New Hampshire
Rhode Island
Vermont

Mountain Plains

Colorado
Kansas
Montana
Nebraska
New Mexico
North Dakota
Oklahoma
South Dakota
Texas
Wyoming

Mid Atlantic

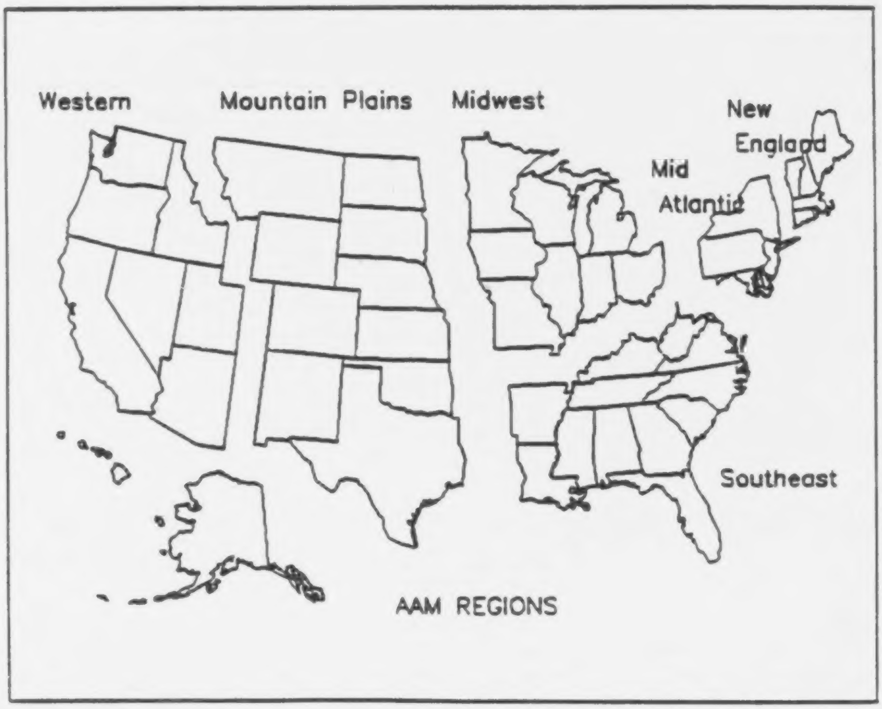
Delaware
District of Columbia
Maryland
New Jersey
New York
Pennsylvania

Western

Alaska
Arizona
California
Hawaii
Idaho
Nevada
Oregon
Utah
Washington

Midwest

Iowa
Illinois
Indiana
Michigan
Minnesota
Missouri
Ohio
Wisconsin


Western
Mountain Plains
Midwest
New England
Mid Atlantic
Southeast
AAM REGIONS

The Association of Art Museum Directors Annual Surveys 1991

Name of Institution ______________________________

Address ______________________________

____
City State Zip

Name of Director ______________________________

Telephone ______________

Names of persons responsible for completing the surveys

Salary Survey ______________________________

Statistics Survey ______________________________

I have reviewed the attached responses

____
(Director's Signature)

Please return the completed surveys by February 15, 1991 to:

Association of Art Museum Directors
41 East 65th Street
New York, New York 10021

Association of Art Museum Directors
1991 Salary Survey

1. In which AAM district is your museum located? (Please circle one answer.)
   1 New England
   2 Mid Atlantic
   3 Midwest
   4 Mountain Plains
   5 Southeast
   6 Western

2. What was the date of founding? ____________________

3. What type of governance do you have? (Please circle as many as necessary.)
   1 Private, non-profit
   2 Government
   3 University
   4 Other (explain) ______________

4. When does your fiscal year begin? ______________________

5. What is your annual operating budget? (Please use FY 1991 figures.)
   1 Under $400,000
   2 $400,000-1,000,000
   3 $1,000,000-2,500,000
   4 $2,500,000-5,000,000
   5 $5,000,000-7,500,000
   6 Over $7,500,000

6. How many employees do you have?
   ______ Full-time ______ Part-time (include contract employees) Equals ____ FTE

7. What percentage of the operating budget is payroll (FY 1991 base salaries)? ______%

8. Number of hours in work week for exempt (i.e., professional, supervisory) employees? (Please circle one number.)
   1 35 hours
   2 37-1/2 hours
   3 40 hours
   4 Other _________

9. What benefits are offered and how are they paid? (Please circle one number for each benefit.)

	Not offered	Museum Paid	Employee Paid	Split Payment
Medical insurance (include HMO, major medical, etc.)	1	2	3	4
Disability insurance	1	2	3	4
Dental insurance	1	2	3	4
Pension	1	2	3	4
Tax-deferred annuity	1	2	3	4
Life insurance	1	2	3	4
Paid vacation	1	2	3	4
Expense account	1	2	3	4
Car allowance	1	2	3	4
Sabbatical (length _____)	1	2	3	4
Other ______________	1	2	3	4

10. How much vacation time (exempt employees only) is offered after what length of employment? (Please circle as many as necessary.)

Years employed	1 week	2 weeks	3 weeks	4 weeks
Less than 1 year	1	2	3	4
1-2 years	1	2	3	4
3-5 years	1	2	3	4
6-10 years	1	2	3	4
Over 10 years	1	2	3	4

11. Are salary ranges established for each position in the museum? (Please circle one number.)
    1 Yes 2 No

12. What was the average salary increase granted in each of the last six (6) fiscal years?

1985 _______% 1987 _______% 1989 _______%
1986 _______% 1988 _______% 1990 _______%

13. On what basis are salary increases made? (Please circle as many as necessary.)

1 Merit (formal job evaluation system)
2 Merit (no formal job evaluation system)
3 Cost of living
4 Annual step increases
5 Union negotiations
6 Other (explain) _______________

14. We would like to know how many full-time-equivalent persons are employed by your museum in each of the following positions. Please use the attached position descriptions for the title which most closely fits your museum's position. If you have no employees in a position, enter "0". All salaries should be full-time-equivalent salaries. If you have only one person in a position, please put that salary in the second column and leave the third column blank.

			Actual FY 1991 Salaries	
	Position Title	Number of Employees (FTE) in Each Position	Highest/Only FY 1991 Salary (FTE)	Lowest FY 1991 Salary (FTE)
1	Director			
2	Administrator			
3	Development officer			
4	Marketing director			
5	Membership secretary			
6	Public relations officer			
7	Museum store manager			
8	Volunteer Coordinator			
9	Curator A			
10	Curator B			
11	Curator C			
12	Curator D			
13	Curator E			
14	Curatorial assistant			
15	Photographer			
16	Educator A			
17	Educator B			
18	Educator C			
19	Educational assistant			
20	Registrar A			
21	Registrar B			
22	Registrar C			
23	Librarian A			
24	Librarian B			
25	Librarian C			
26	Conservator A			
27	Conservator B			
28	Conservator C			
29	Conservator D			
30	Conservation assistant			
31	Conservation scientist			
32	Preparator A			
33	Preparator B			
34	Editor			
35	Head designer			
36	Building superintendent			
37	Chief of security			

Please do not write in this space

AAMD Code
MSA Code

Please return questionnaire to:

Association of Art Museum Directors
41 East 65th Street
New York, New York 10021

ADMINISTRATIVE POSITIONS

1. DIRECTOR -- Provides conceptual leadership through specialized knowledge of the discipline of the museum; responsible for policy making and funding (with the governing board), planning, organizing, staffing and directing activities through the staff; responsible for professional practices such as acquisitions, de-accessioning, preservation, research interpretation and presentation; may be responsible for financial management.

2. ADMINISTRATOR (a.k.a. ASSISTANT DIRECTOR/ADMINISTRATION, DIRECTOR OF ADMINISTRATION, etc.) -- General responsibility for operations of the museum, usually including finance, personnel, operation and maintenance of physical plant, including all service contracts, and security and safety; supervision of several administrative professionals. Reports to Director.

3. DEVELOPMENT OFFICER (a.k.a. DIRECTOR OF DEVELOPMENT) -- Responsibility for development of museum financial support, including membership, grants, donor relations, capital programs and the planning and supervision of special fund-raising events. Reports to Director.

4. MARKETING DIRECTOR -- General responsibility for coordinating museum advertising programs, revenue producing sale of products and the creative services for museum printed and promotional materials, other than scholarly publications. Often acts as a consultant to other museum departments and volunteer groups to promote a specific event, product or service. May report to Director, Administrator or Development Officer.

5. MEMBERSHIP SECRETARY -- Oversees maintenance of annual membership drives and programs for members; may involve supervision of subordinate staff and/or volunteers. Reports to Development Officer.

6. PUBLIC RELATIONS OFFICER (a.k.a. PUBLICITY, MEDIA RELATIONS, etc.) -- Primary responsibility for an administrative program; liaison with news media and specific interest groups concerning museum exhibitions special programs, etc.; possible supervision of one or more subordinates. Reports to Director.

7. MUSEUM STORE MANAGER -- Responsible for entire operation of museum sales operation. May involve supervision of subordinate staff and/or volunteers. Reports to Administrator.

8. VOLUNTEER COORDINATOR -- Responsible for coordination and guidance of one or more volunteer organizations. Functions as prime liaison between staff and volunteers. May report to Administrator or Director of Development.

CURATORIAL POSITIONS

9. CURATOR A/CHIEF CURATOR (a.k.a. DIRECTOR OF CURATORIAL AFFAIRS, CURATOR OF COLLECTIONS) -- General administrative responsibilities for curatorial affairs, plus some museum administrative responsibilities; considerable public and donor contact; supervision of several curatorial departments or staff. Reports to Director. (Note: In some institutions the Director may retain the role of Chief Curator, therefore obviating the separate position described.)

10. CURATOR B/CURATOR (a.k.a. SENIOR CURATOR, CURATOR OF [SPECIAL COLLECTIONS AREA]) -- Responsibility for important sub-collections; general administrative duties relating to area of responsibility; primary responsibility for exhibitions, research and publications, acquisitions, and donor contracts related to a sub-collection; supervision of one or several curatorial subordinates. Reports to Chief Curator or (if none) to Director.

11. CURATOR C/CURATOR OF EXHIBITIONS -- Primary responsibility for scheduling and installing temporary exhibits; maintains exhibition calendar for public and staff use; conceives, coordinates and executes special program related to exhibition schedules. Reports to Chief Curator or Director.

12. CURATOR D/ASSOCIATE CURATOR -- Performs same functions as Curator in association with and under the supervision of the Curator. Reports to Curator (or Chief Curator).

13. CURATOR E./ASSISTANT CURATOR -- Assists Curator and Associate Curator under their supervision. Usually no supervision of other curatorial staff. Reports to Curator (or Chief Curator).

14. CURATORIAL ASSISTANT -- Assistance to curatorial staff in routine duties, under their supervision. Possibly in training to become curatorial professional (curatorial intern).

15. PHOTOGRAPHER -- Responsible for photographic documentation of fine arts collections; supervision of studio and dark room facilities and personnel; participates in and oversees photography of general museum activities and events as required by museum staff. Reports to Chief Curator (or Registrar).

EDUCATIONAL POSITIONS

16. EDUCATOR A (a.k.a. DIRECTOR OF EDUCATION, CURATOR OF EDUCATION) -- Supervision of several educational departments or programs; responsibility for general educational program development; some museum administrative duties; considerable public contact; supervision of several education professionals and/or volunteers. Reports to Director.

17. EDUCATOR B/ASSOCIATE EDUCATOR -- Responsibility for a specific interpretative program, one which may or may not involve the design of the educational exhibitions from outside the collection for special audiences; budget management related to program area; preparation of written material and packaging of other educational materials for program; supervision of staff and volunteers relating to program area. Reports to Director of Education.

18. EDUCATOR C/ASSISTANT EDUCATOR -- Assists in developing and implementing a major interpretive or studio program; administrative duties within program as directed and supervised by Educator or Associate Educator.

19. EDUCATIONAL ASSISTANT -- Assistance to Educators in routine duties relating to implementation of ongoing programs and activities; possibly in training to become educational professional.

REGISTRATION POSITIONS

20. REGISTRAR A -- Responsible for organization and maintenance of orderly forms, legal documents, files and retrieval system associated with acquisitions, accessions, de-accessions, cataloguing, loans, packing, shipping, customs, inventory, insurance, and storage; oversees shipping arrangements; may involve supervision of subordinate registration staff. Reports to Director or to Chief Curator.

21. REGISTRAR B/ASSOCIATE REGISTRAR -- Assists Registrar in performance of routine duties.

22. REGISTRAR C/ASSISTANT REGISTRAR -- Assists the Registrar in performance of routine duties; may provide clerical assistance to the department.

LIBRARIAN POSITIONS

23. LIBRARIAN A/HEAD LIBRARIAN -- formulates and carries out library practices, policies and procedures; assigns, supervises and reviews work of library personnel; oversees acquisition of library materials; maintains catalogue and inventory of publications, reference materials and periodicals; responds to public inquiries and provides reference and research materials as requested by museum staff. Reports to Director.

24. LIBRARIAN B/ASSOCIATE LIBRARIAN -- Cataloguing and classification of library materials; assists Head Librarian in the administration and maintenance of library and in training library staff.

25. LIBRARIAN C/ASSISTANT LIBRARIAN -- Assists Head Librarian and Associate Librarian with specific sub-program in library operations.

26. CONSERVATOR A/CHIEF CONSERVATOR -- General supervision of conservation department, including administration of the budget and department personnel; initiates and supervises treatments carried out in conservation and scientific laboratories; performs conservation treatments on special projects. Reports to Director.

27. CONSERVATOR B/SENIOR CONSERVATOR -- Responsibility for conservations and restoration of a major collection, examination of that collection, and exhibits in area of specialization; preparation of conservation reports; supervision of professional assistant(s). Reports to Chief Conservator.

28. CONSERVATOR C/ASSOCIATE CONSERVATOR -- Assist Conservator in the conservation, restoration and documentation of works of art in the collection, helps train assistants in conservation department.

29. CONSERVATOR D/ASSISTANT CONSERVATOR -- Assist in the conservation, restoration and documentation of works of art, under supervision; responsible for routine examinations and inspections of art objects in the collection and on loan.

30 CONSERVATION ASSISTANT -- Treats and examines works of art under the supervision of Conservator; executes the necessary clerical work required by conservators.

31. CONSERVATION SCIENTIST -- Performs chemical, physical and optional analyses to determine physical composition of art objects; provides physical evidence to support authenticity of objects; assists Conservator in the selection of optimum treatment methods. Reports to Chief Conservator.

PREPARATOR POSITIONS

32. PREPARATOR A/CHIEF PREPARATOR (a.k.a. EXHIBITION DESIGNER) -- Supervises installation of art objects; plans and directs the fabrication, installation, and disassembly of both temporary and permanent museum exhibits; administers budget, personnel and operations of preparation department. Reports to Chief Curator or Director.

33. PREPARATOR B/ASSOCIATE PREPARATOR -- Assists Chief Preparator in administration of the department and implementation of preparation programs.

EDITORIAL POSITIONS

34. EDITOR/HEAD OF PUBLICATIONS -- Administers the operations of publications department, with responsibility for all facets of its programs including management, editorial and production functions. Reports to Director.

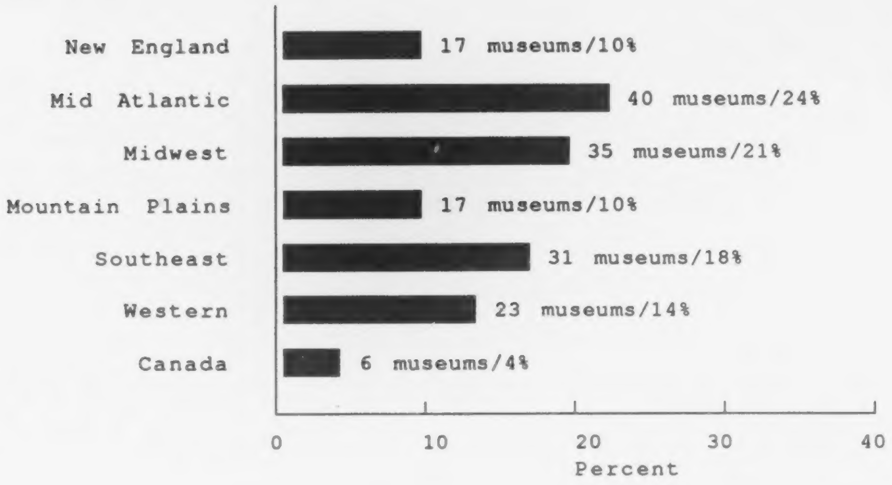
35. HEAD DESIGNER (a.k.a. GRAPHIC DESIGNER) -- Responsible for design of all museum publications and graphics; possible supervision of all subordinate staff. Reports to Head of Publications.

FACILITIES AND SECURITY

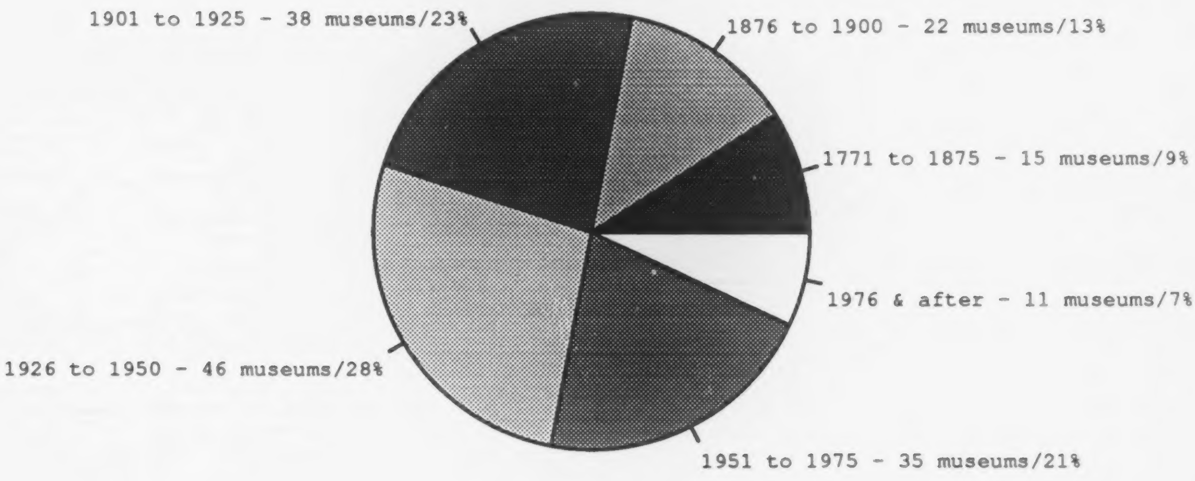
36. BUILDING SUPERINTENDENT -- Responsible for operation of all facilities including maintenance and janitorial services. Reports to Director or Administrator.

37. CHIEF OF SECURITY -- Supervises all guard forces. May report to Building Superintendent or Administrator.

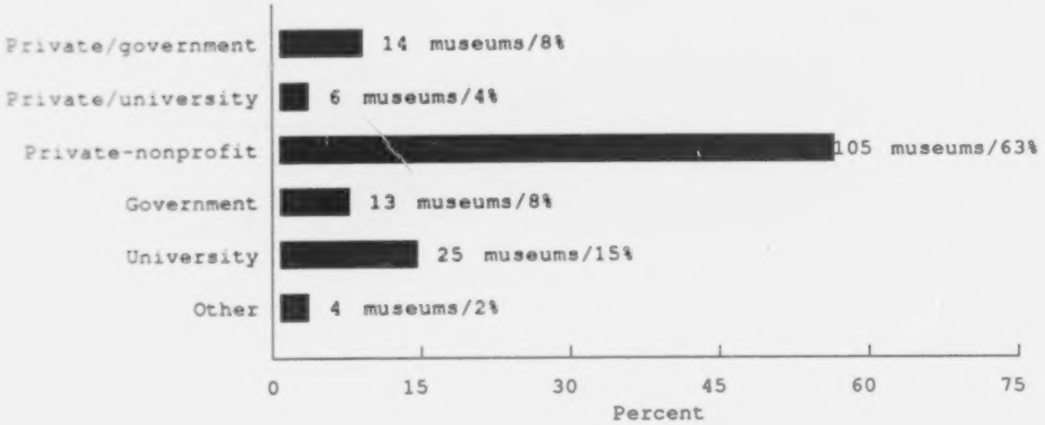
Distribution by American Association of Museum Regions



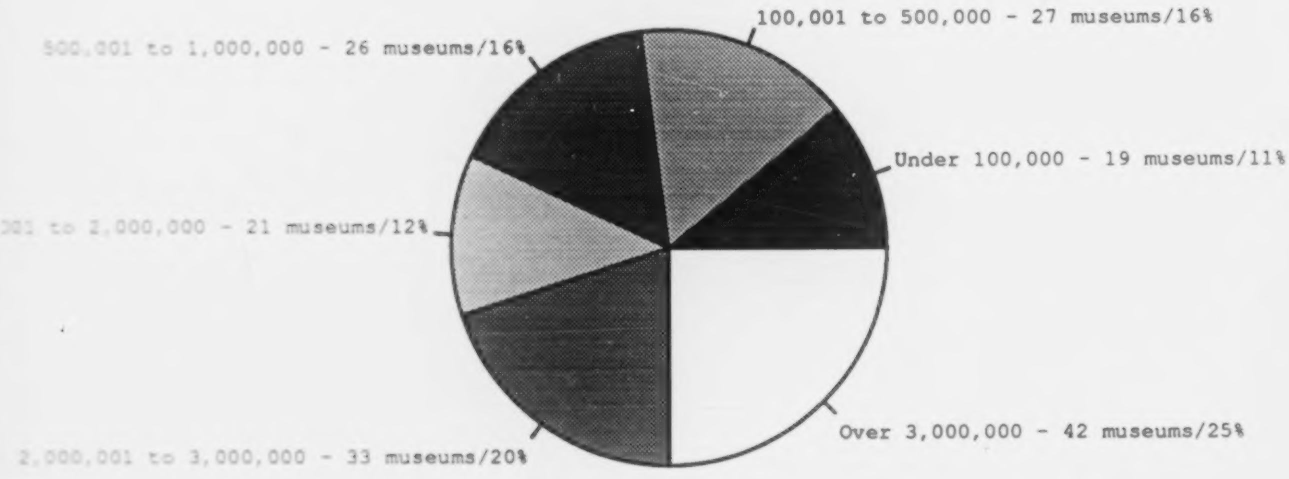
Distribution by museum founding date



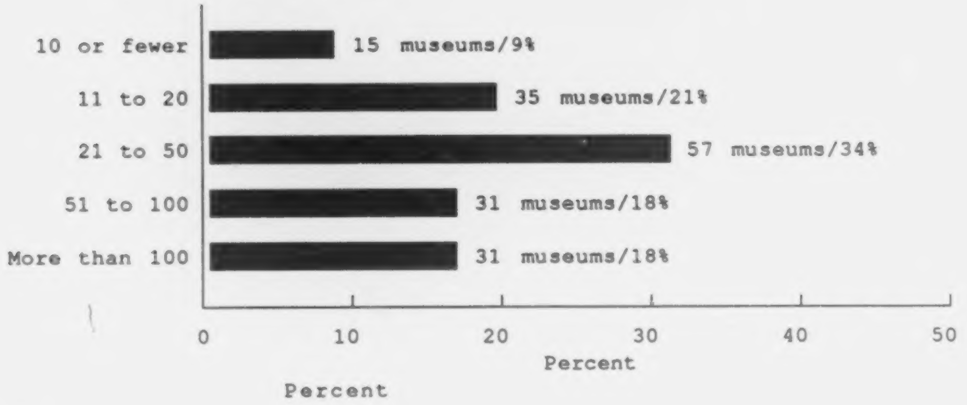
Distribution by museum governance pattern



Distribution by metropolitan area population

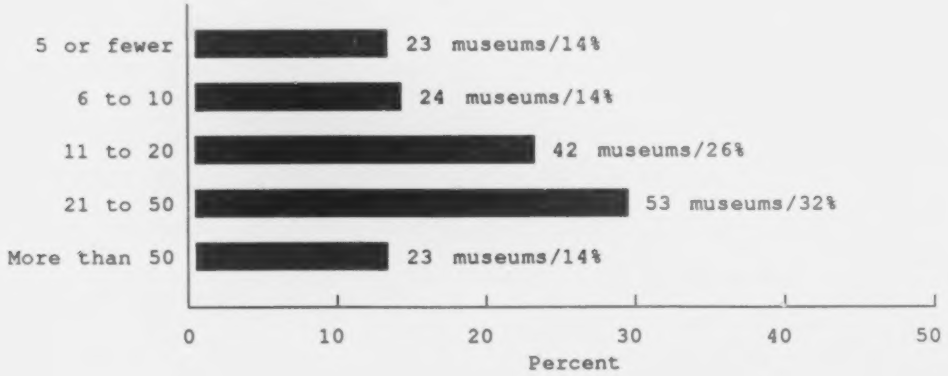


Distribution by number of full time employees



Lowest	5 employees
25th percentile	18 employees
Median	36 employees
75th percentile	78 employees
Highest	1685 employees
Mean	83 employees

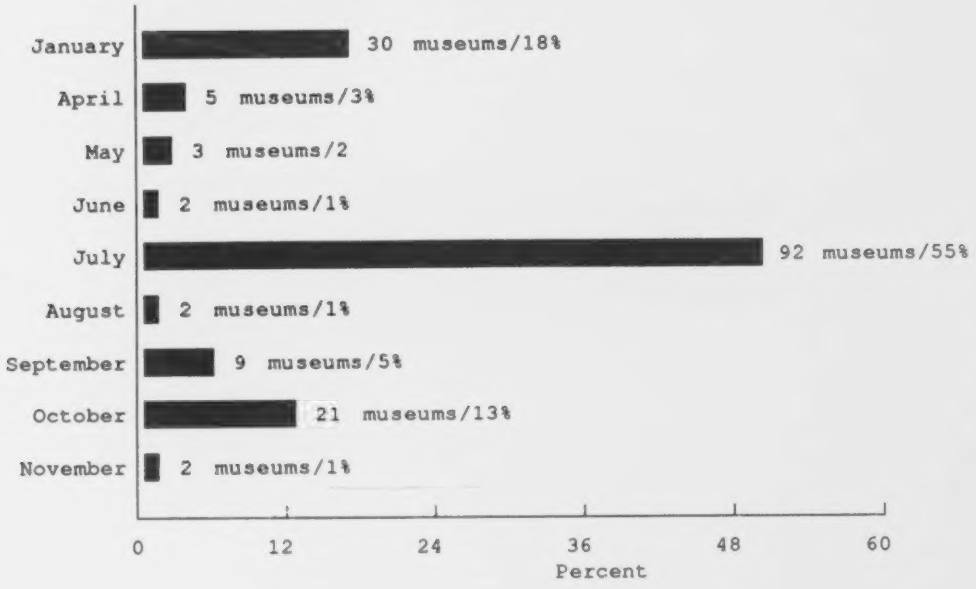
Distribution by number of part time employees



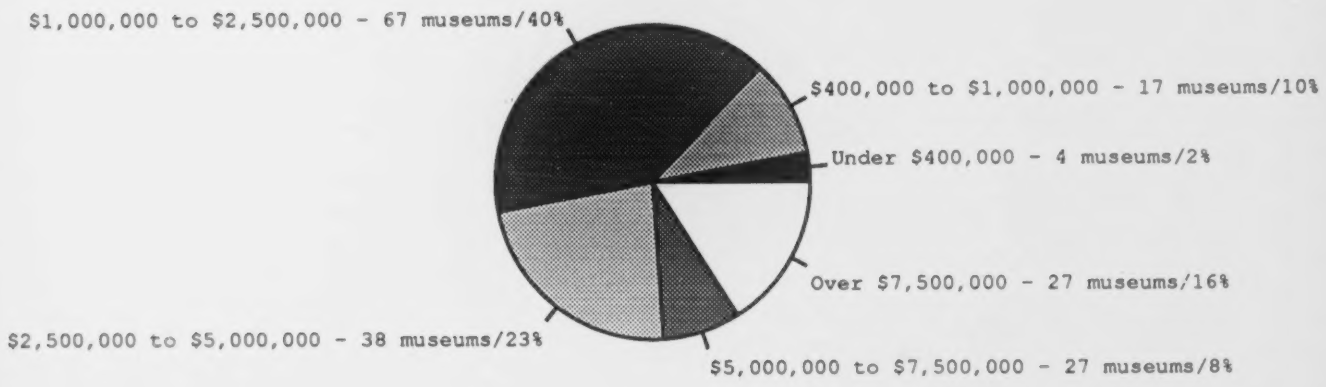
Lowest	0 employees
25th percentile	9 employees
Median	19 employees
75th percentile	31 employees
Highest	624 employees
Mean	37 employees

Museum fiscal characteristics

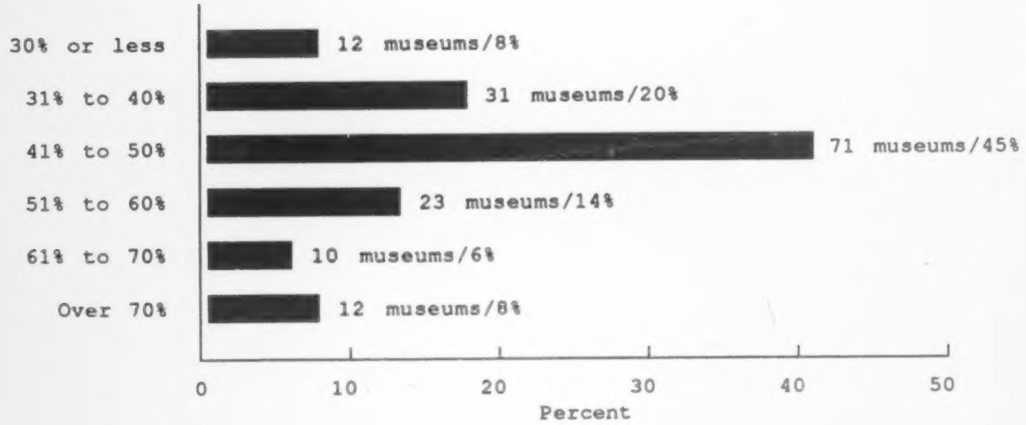
Distribution by beginning of fiscal year



Distribution by operating budget

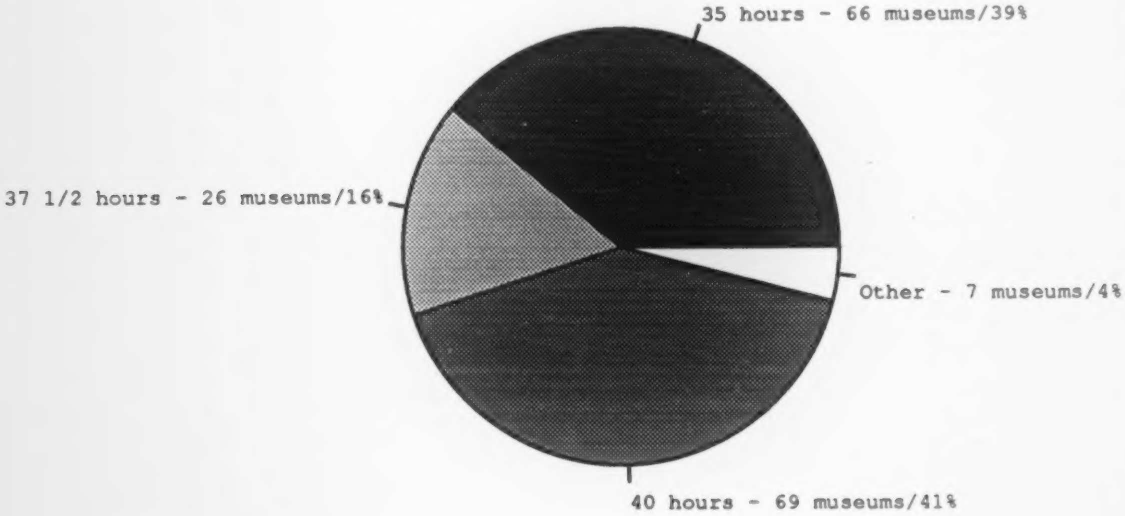


Distribution by payroll as a percentage of total budget



Lowest	10 percent
25th percentile	40 percent
Median	46 percent
75th percentile	53 percent
Highest	90 percent
Mean	48 percent

Distribution by exempt employee work week



Distribution by benefits offered and payment

Employment benefit	*Offered and museum paid*	*Offered and employee paid*	*Offered and split payment*	*Not offered*
Medical insurance	53.3 %	0.6 %	45.0 %	1.2 %
Disability insurance	56.8 %	13.0 %	8.3 %	21.9 %
Dental insurance	41.4 %	8.9 %	26.6 %	23.1 %
Pension	45.6 %	1.2 %	32.5 %	20.7 %
Tax deferred annuity	5.3 %	57.4 %	15.4 %	21.9 %
Life insurance	67.5 %	5.9 %	17.2 %	9.5 %
Paid vacation	99.4 %	0.0 %	0.0 %	0.6 %
Expense account	49.1 %	0.0 %	0.6 %	50.3 %
Car allowance	28.4 %	0.0 %	1.2 %	70.4 %
Sabbatical	19.5 %	7.7 %	3.0 %	69.8 %
Other benefits	17.2 %	1.2 %	4.1 %	77.5 %

Distribution of museums reporting a definite term for sabbatical leaves

Months	*Percent of reporting museums*
1	3.7 %
2	11.1
3	11.1
6	25.9
9	3.7
12	22.2
6/3	11.1
6/4	3.7
10/3	3.7
12/6	3.7
Total percentage	99.9 %
# responding museums	27

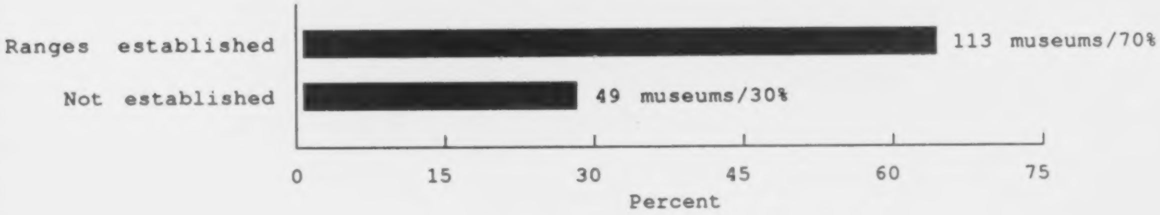
Distribution by vacation time offered based on length of employment

Length of employment	*Not offered*	*One week*	*Two weeks*	*Three weeks*	*Four weeks*	*# museums*
Less than one year	25.8 %	29.4 %	30.1 %	4.3 %	10.4 %	163
One to two years	0.6 %	0.6 %	60.1 %	15.3 %	23.3 %	163
Three to five years	0.6 %	0.0 %	32.5 %	35.0 %	31.9 %	163
Six to ten years	0.0 %	0.0 %	7.45 %	42.9 %	49.7 %	163
Over ten years	0.0 %	0.0 %	1.8 %	16.6 %	81.6 %	163

Average percentage salary increases: 1984 to 1989

Year	*Mean*	*Highest*	*75th %*	*Median*	*25th %*	*Lowest*	*# museums*
1990	4.85%	15.0%	5.5%	4.8%	4.0%	0.0%	167
1989	5.08	28.0	6.0	5.0	4.0	0.0	165
1988	5.00	16.0	6.0	5.0	4.0	0.0	157
1987	4.85	16.0	6.0	5.0	4.0	0.0	150
1986	5.35	20.0	6.3	5.0	4.0	0.0	142
1985	5.74	22.3	6.5	5.0	4.0	0.0	139

Distribution by established salary ranges for each position



Bases used in determining salary increases

(Percentages total more than 100% since a museum may use more than one basis for increases.)

Basis for salary increases	*Percentage of museums*
Merit (formal job evaluation system)	66.9%
Merit (no formal job evaluation system)	24.7
Cost of living	60.2
Annual step increases	27.1
Union negotiations	19.3
Other basis	12.0

Director

Provides conceptual leadership through specialized knowledge of the discipline of the museum; responsible for policy making and funding (with the governing board), planning, organizing, staffing and directing activities through the staff; responsible for professional practices such as acquisitions, de-accessioning, preservation, research interpretation and presentation; may be responsible for financial management.

All Museums

Highest	$215,344
75th percentile	105,370
Median	86,940
25th percentile	66,000
Lowest	45,000
Mean	93,341
Museums	161

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$156,000	$185,000	$213,340	$200,000	$135,200	$215,344	$112,071
75th percentile	88,200	136,500	110,000	135,500	95,000	119,000	101,922
Median	83,100	94,500	90,000	83,839	73,500	97,330	89,100
25th percentile	65,475	74,500	61,750	66,530	58,534	70,650	82,000
Lowest	50,400	50,000	48,000	63,500	45,000	54,220	69,000
Mean	81,358	102,629	92,674	103,672	77,269	103,149	90,532
Museums	17	37	33	16	30	22	6

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	$105,370	$200,000	$158,600	$138,200	$215,344
75th percentile	*	76,500	85,000	104,593	129,780	160,000
Median	*	59,013	70,205	94,630	100,560	150,000
25th percentile	*	57,200	61,750	87,470	92,400	122,430
Lowest	*	45,000	45,900	54,220	89,000	101,922
Mean	*	65,218	75,765	98,715	109,299	149,250
Museums	*	17	66	36	11	25

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$124,000	$105,370	$129,850	$112,370	$200,000	$215,344
75th percentile	85,600	80,000	93,200	103,250	136,700	156,000
Median	74,500	65,237	82,500	93,713	99,619	100,170
25th percentile	60,600	58,500	65,500	72,800	62,296	90,300
Lowest	50,400	45,000	50,000	50,400	45,900	60,000
Mean	78,270	68,697	82,010	87,957	103,702	118,821
Museums	19	26	26	21	28	41

Administrator

(a.k.a. Assistant Director/Administration, Director of Administration, etc.) General responsibility for operations of the museum, usually including finance, personnel, operation and maintenance of physical plant, including all service contracts, and security and safety; supervision of several administrative professionals. Reports to Director.

All Museums

Highest	$196,460
75th percentile	66,932
Median	50,000
25th percentile	35,000
Lowest	20,843
Mean	56,028
Museums	146

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$135,000	$125,000	$196,460	$90,000	$60,300	$150,000	$92,481
75th percentile	54,724	77,500	77,500	63,420	50,310	75,075	81,650
Median	42,800	55,700	42,000	49,400	37,000	65,000	55,002
25th percentile	33,259	47,500	31,330	38,624	30,491	39,372	49,000
Lowest	25,540	21,700	20,843	21,101	22,253	30,000	38,800
Mean	49,160	62,352	58,523	51,958	40,433	65,588	61,989
Museums	13	37	31	16	24	19	6

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	$45,360	$65,000	$105,000	$85,000	$196,460
75th percentile	*	32,500	47,328	66,000	69,043	100,000
Median	*	30,553	39,500	57,750	62,895	85,000
25th percentile	*	27,500	33,259	50,000	59,538	79,528
Lowest	*	23,500	20,843	25,540	45,000	41,023
Mean	*	31,914	40,347	60,511	65,327	96,607
Museums	*	14	57	33	12	25

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$59,499	$66,932	$77,500	$97,675	$92,481	$196,460
75th percentile	42,967	42,160	53,100	62,000	79,528	93,300
Median	35,785	33,045	47,414	55,000	60,840	70,350
25th percentile	27,400	29,550	36,500	40,000	39,000	50,000
Lowest	21,700	22,253	20,843	21,000	21,101	30,000
Mean	36,537	37,315	46,271	54,587	59,421	76,704
Museums	14	20	24	19	29	39

Development Officer

(a.k.a. Director of Development) Responsibility for development of museum financial support, including membership, grants, donor relations, capital programs and the planning and supervision of special fund-raising events. Reports to Director.

All Museums

Highest	$154,000
75th percentile	66,416
Median	50,000
25th percentile	37,000
Lowest	17,500
Mean	54,200
Museums	121

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$122,500	$114,660	$154,000	$70,000	$85,000	$97,314	$78,993
75th percentile	59,080	72,000	75,495	57,740	50,000	73,500	56,800
Median	52,835	45,913	49,250	46,900	43,000	62,500	50,000
25th percentile	39,000	38,111	36,000	37,802	32,000	40,000	48,000
Lowest	28,000	20,375	17,500	35,000	19,000	24,000	45,000
Mean	56,139	57,161	56,017	49,024	43,813	59,264	55,759
Museums	10	30	26	12	19	19	5

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	$40,500	$73,500	$84,000	$91,350	$154,000
75th percentile	*	34,000	46,700	58,000	77,500	96,138
Median	*	30,000	39,500	50,000	57,480	82,000
25th percentile	*	20,956	34,300	40,278	45,826	66,700
Lowest	*	17,500	19,000	34,000	36,000	56,000
Mean	*	28,422	41,893	52,128	62,132	85,959
Museums	*	7	49	29	11	23

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$59,000	$57,225	$77,500	$75,495	$95,000	$154,000
75th percentile	48,200	45,000	50,000	64,175	72,000	90,225
Median	39,450	36,500	45,000	52,500	47,913	67,208
25th percentile	29,000	34,000	34,900	46,700	36,000	47,880
Lowest	20,375	17,500	24,000	37,000	24,240	30,000
Mean	39,663	37,860	44,703	54,456	54,120	70,614
Museums	8	17	21	17	22	36

Marketing Director

General responsibility for coordinating museum advertising programs, revenue producing sale of products and the creative services for museum printed and promotional materials, other than scholarly publications. Often acts as a consultant to other museum departments and volunteer groups to promote a specific event, product or service. May report to Director, Administrator or Development Officer.

All Museums

Highest	$97,125
75th percentile	48,000
Median	36,200
25th percentile	28,800
Lowest	16,154
Mean	41,277
Museums	41

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	*	$97,125	$68,000	*	$43,500	$53,500	$78,993
75th percentile	*	66,240	55,650	*	39,600	47,385	63.497
Median	*	45,000	42,575	*	31,295	38,635	43,100
25th percentile	*	31,500	26,716	*	23,635	35,062	32,225
Lowest	*	29,430	22,500	*	16,154	34,125	26,250
Mean	*	52,502	42,262	*	31,089	41,224	47,861
Museums	*	9	10	*	8	4	4

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	$36,000	$53,500	$47,900	$97,125
75th percentile	*	*	32,602	37,250	46,450	68,000
Median	*	*	26,625	34,125	42,598	55,952
25th percentile	*	*	23,700	28,800	39,198	50,000
Lowest	*	*	16,154	23,570	38,200	43,500
Mean	*	*	27,530	34,874	42,824	61,615
Museums	*	*	10	13	4	10

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	*	$30,000	$48,000	$55,650	$78,993	$97,125
75th percentile	*	29,469	40,850	37,250	55,905	68,000
Median	*	26,250	32,510	35,062	50,000	46,600
25th percentile	*	24,000	28,050	26,716	40,195	41,270
Lowest	*	23,570	26,000	16,154	22,500	31,500
Mean	*	26,658	34,603	34,630	47,455	56,540
Museums	*	5	8	10	9	9

Membership Secretary

Oversees maintenance of annual membership drives and programs for members; may involve supervision of subordinate staff and/or volunteers. Reports to Development Officer.

All Museums

Highest	$73,800
75th percentile	30,500
Median	24,000
25th percentile	18,500
Lowest	11,000
Mean	25,879
Museums	127

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$73,800	$65,660	$45,500	$38,495	$34,952	$50,000	$41,532
75th percentile	30,375	37,500	29,680	28,500	22,291	31,860	36,830
Median	25,000	25,561	25,000	24,000	18,540	25,632	31,300
25th percentile	21,000	20,201	18,824	20,600	16,500	18,000	27,000
Lowest	20,600	14,500	11,000	14,506	13,400	12,000	25,400
Mean	29,163	29,451	25,338	24,150	20,210	26,277	32,412
Museums	12	28	27	13	25	17	5

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	$30,749	$35,000	$40,000	$44,640	$73,800
75th percentile	*	27,000	25,000	31,200	38,495	43,950
Median	*	20,846	20,030	25,400	28,000	35,497
25th percentile	*	17,214	16,400	20,600	24,800	30,649
Lowest	*	16,000	11,000	16,000	19,380	26,340
Mean	*	22,356	20,595	25,731	30,044	39,963
Museums	*	10	55	27	11	20

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$31,200	$30,000	$34,952	$38,495	$41,532	$73,800
75th percentile	29,680	24,000	26,340	26,875	30,600	41,959
Median	21,000	19,200	22,021	21,810	25,377	30,899
25th percentile	17,016	15,774	16,500	16,000	20,190	19,000
Lowest	13,488	12,000	11,000	13,400	14,506	15,800
Mean	23,115	19,840	22,135	23,556	25,685	33,594
Museums	15	16	22	16	24	34

Public Relations Officer

(a.k.a. Publicity, Media Relations, etc.) Primary responsibility for an administrative program; liaison with news media and specific interest groups concerning museum exhibitions special programs, etc.; possible supervision of one or more subordinates. Reports to Director.

All Museums

Highest	$76,139
75th percentile	40,000
Median	29,400
25th percentile	24,560
Lowest	16,000
Mean	33,291
Museums	121

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$32,500	$76,139	$57,800	$48,500	$54,100	$59,000	$47,207
75th percentile	30,000	47,682	38,010	32,935	29,740	49,374	45,683
Median	25,620	38,269	30,000	28,600	23,900	33,904	40,380
25th percentile	22,000	28,438	20,750	25,280	18,000	27,000	31,800
Lowest	20,000	16,000	16,500	19,000	16,000	19,760	27,000
Mean	25,991	40,294	30,631	30,056	25,308	37,800	38,742
Museums	10	32	20	12	22	21	4

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	$55,000	$48,500	$54,100	$76,139
75th percentile	*	*	28,214	38,537	49,374	57,800
Median	*	*	26,000	30,284	38,000	48,568
25th percentile	*	*	20,500	28,000	30,726	40,000
Lowest	*	*	16,000	21,840	24,549	27,000
Mean	*	*	25,856	32,580	39,816	49,647
Museums	*	*	53	29	11	23

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$32,500	$41,658	$34,410	$37,520	$69,669	$76,139
75th percentile	28,440	27,000	30,726	30,972	44,752	52,000
Median	26,950	23,254	26,000	28,000	38,250	41,200
25th percentile	22,000	19,000	21,000	26,000	27,700	29,700
Lowest	16,000	17,423	16,000	19,760	17,804	20,000
Mean	25,735	24,213	25,641	28,417	36,859	42,509
Museums	10	15	17	17	26	36

Museum Store Manager

Responsible for entire operation of museum sales operation. May involve supervision of subordinate staff and/or volunteers. Reports to Administrator.

All Museums

Highest	$82,959
75th percentile	34,000
Median	26,048
25th percentile	19,595
Lowest	9,100
Mean	28,857
Museums	133

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$74,550	$82,959	$58,200	$43,566	$34,000	$80,000	$55,504
75th percentile	28,070	37,900	34,572	30,500	22,580	37,650	39,130
Median	25,104	27,006	25,309	26,000	18,025	31,435	39,000
25th percentile	19,000	22,900	19,094	20,000	14,997	25,587	34,000
Lowest	16,000	12,100	15,450	13,000	9,100	16,000	27,000
Mean	27,656	31,896	28,397	25,936	19,360	34,691	38,927
Museums	13	34	25	15	21	20	5

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	$21,600	$37,500	$43,566	$48,782	$82,959
75th percentile	*	21,000	24,800	32,000	39,000	58,200
Median	*	18,928	19,777	27,500	31,100	39,800
25th percentile	*	17,638	16,500	25,065	25,309	36,000
Lowest	*	14,500	10,000	9,100	22,993	23,000
Mean	*	18,938	20,858	28,089	32,181	47,012
Museums	*	7	52	35	11	25

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$43,566	$30,000	$39,000	$37,800	$62,000	$82,959
75th percentile	25,600	23,320	26,659	27,500	39,130	42,131
Median	19,028	18,900	22,473	25,804	31,100	32,175
25th percentile	17,638	15,000	17,250	20,000	27,000	24,000
Lowest	16,000	10,000	9,100	14,500	15,450	15,000
Mean	22,935	19,414	22,591	25,085	33,663	37,060
Museums	14	17	20	18	26	38

Volunteer Coordinator

Responsible for coordination and guidance of one or more volunteer organizations. Functions as prime liaison between staff and volunteers. May report to Administrator or Director of Development.

All Museums

Highest	$74,276
75th percentile	30,410
Median	24,455
25th percentile	18,000
Lowest	8,008
Mean	25,033
Museums	58

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	*	$42,266	$34,750	$35,210	$36,000	$35,360	$74,276
75th percentile	*	33,000	27,800	31,055	23,000	30,970	53,288
Median	*	25,717	24,802	24,050	15,000	25,124	31,850
25th percentile	*	23,164	20,500	20,600	13,180	20,910	31,350
Lowest	*	12,000	16,780	20,000	8,008	15,488	31,300
Mean	*	26,265	24,678	25,828	18,310	25,607	42,319
Museums	*	13	14	4	13	8	4

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	$35,000	$36,000	$35,210	$42,266
75th percentile	*	*	23,000	31,400	30,200	33,000
Median	*	*	18,000	26,500	27,187	27,950
25th percentile	*	*	14,500	21,000	24,455	21,500
Lowest	*	*	8,640	8,008	17,500	16,780
Mean	*	*	18,915	26,089	27,202	28,166
Museums	*	*	19	15	8	14

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	*	$36,000	$32,300	$35,210	$74,276	$35,360
75th percentile	*	30,410	26,132	28,900	28,100	34,750
Median	*	26,940	19,555	24,296	25,558	33,000
25th percentile	*	15,000	13,250	17,390	21,500	20,821
Lowest	*	14,997	8,008	12,000	17,500	15,000
Mean	*	24,669	19,987	23,446	28,788	28,232
Museums	*	5	12	16	14	11

Curator A/Chief Curator

(a.k.a. Director of Curatorial Affairs, Curator of Collections) General administrative responsibilities for curatorial affairs, plus some museum administrative responsibilities; considerable public and donor contact; supervision of several curatorial departments or staff. Reports to Director. (Note: In some institutions the Director may retain the role of Chief Curator, therefore obviating the separate position described.)

All Museums

Highest	$112,875
75th percentile	63,000
Median	45,000
25th percentile	32,569
Lowest	14,000
Mean	50,294
Museums	114

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$62,500	$94,500	$100,000	$80,000	$70,040	$112,875	$92,481
75th percentile	50,000	81,648	52,500	66,000	45,000	69,000	81,650
Median	42,750	61,641	35,000	43,000	35,000	57,360	60,500
25th percentile	37,500	42,842	30,000	40,000	30,000	35,703	50,000
Lowest	30,000	27,400	14,000	29,101	20,000	24,000	49,000
Mean	43,677	61,098	45,358	50,578	38,188	56,455	66,726
Museums	10	24	25	13	21	16	5

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	$35,000	$51,500	$87,000	$85,060	$88,000	$112,875
75th percentile	31,500	37,500	44,184	66,000	76,850	90,000
Median	27,770	31,500	36,557	51,371	61,750	80,000
25th percentile	27,520	29,500	30,000	44,200	52,500	70,040
Lowest	27,500	14,000	18,669	33,000	46,800	41,642
Mean	29,510	33,208	38,880	55,073	64,714	80,140
Museums	4	11	46	23	10	17

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$87,000	$57,720	$70,040	$76,850	$92,481	$112,875
75th percentile	45,125	44,158	51,500	61,185	80,698	79,600
Median	40,500	31,500	44,184	43,850	53,668	62,265
25th percentile	30,610	29,101	34,500	34,707	33,068	39,000
Lowest	27,540	14,000	18,669	30,000	28,000	24,000
Mean	44,203	35,787	43,296	48,059	57,589	61,000
Museums	13	17	19	12	24	29

Curator B/Curator

(a.k.a. Senior Curator, Curator of [Special collections area]) Responsibility for important sub-collections; general administrative duties relating to area of responsibility; primary responsibility for exhibitions, research and publications, acquisitions, and donor contracts related to a sub-collection; supervision of one or several curatorial subordinates. Reports to Chief Curator or (if none) to Director.

All Museums

Highest	$122,200
75th percentile	53,937
Median	43,000
25th percentile	32,240
Lowest	18,000
Mean	45,635
Museums	117

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$59,800	$80,850	$89,300	$93,100	$62,050	$122,200	$67,286
75th percentile	44,016	63,600	50,000	72,500	45,000	55,582	49,800
Median	39,500	44,747	39,000	47,000	34,160	44,400	46,350
25th percentile	36,266	33,500	28,500	40,000	30,000	34,229	45,000
Lowest	28,400	23,000	21,000	24,088	20,000	18,000	31,500
Mean	40,868	49,543	42,416	53,559	36,356	50,566	47,714
Museums	9	31	25	11	19	16	6

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	$47,000	$74,760	$72,500	$80,138	$122,200
75th percentile	*	42,595	40,677	49,600	54,663	79,569
Median	*	27,600	33,500	43,850	47,050	62,825
25th percentile	*	23,430	28,500	34,158	43,505	55,468
Lowest	*	20,475	18,000	26,575	27,340	32,000
Mean	*	30,509	35,287	44,454	50,538	67,166
Museums	*	7	39	31	12	24

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$74,760	$47,870	$62,050	$58,775	$80,138	$122,200
75th percentile	39,500	36,226	46,550	46,222	65,444	70,953
Median	37,100	32,391	41,898	44,950	47,300	53,775
25th percentile	30,419	25,250	32,464	32,000	40,000	36,400
Lowest	26,400	20,475	23,000	18,000	20,000	21,000
Mean	38,191	32,613	40,389	41,438	50,650	55,931
Museums	13	14	16	17	26	30

Curator C/Curator of Exhibitions

Primary responsibility for scheduling and installing temporary exhibits; maintains exhibition calendar for public and staff use; conceives, coordinates and executes special program related to exhibition schedules. Reports to Chief Curator or Director.

All Museums

Highest	$79,000
75th percentile	44,348
Median	35,500
25th percentile	27,000
Lowest	19,625
Mean	38,590
Museums	47

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	*	$79,000	$49,100	$60,000	$31,633	$65,000	*
75th percentile	*	50,266	40,635	40,000	31,000	55,776	*
Median	*	44,348	34,000	36,823	27,500	40,000	*
25th percentile	*	28,600	25,400	35,300	26,000	34,390	*
Lowest	*	23,000	20,000	19,625	21,420	33,750	*
Mean	*	45,103	33,711	38,095	27,509	44,819	*
Museums	*	15	10	6	6	6	*

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	$38,000	$65,444	$44,348	$79,000
75th percentile	*	*	30,100	47,766	40,080	60,000
Median	*	*	26,500	35,150	37,645	46,075
25th percentile	*	*	22,210	32,000	26,000	41,027
Lowest	*	*	19,625	25,400	25,000	32,000
Mean	*	*	26,695	38,944	35,278	51,385
Museums	*	*	12	12	7	14

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$36,000	*	*	$42,030	$79,000	$78,500
75th percentile	26,000	*	*	40,635	49,100	53,021
Median	26,000	*	*	37,645	39,188	41,513
25th percentile	23,000	*	*	27,000	26,000	33,375
Lowest	20,000	*	*	25,400	21,420	26,000
Mean	26,368	*	*	34,827	40,869	44,344
Museums	5	*	*	7	14	16

Performs same functions as Curator in association with and under the supervision of the Curator. Reports to Curator (or Chief Curator).

All Museums

Highest	$62,541
75th percentile	40,950
Median	32,265
25th percentile	24,650
Lowest	15,000
Mean	33,269
Museums	64

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$41,981	$62,541	$50,000	$35,200	$39,750	$48,800	*
75th percentile	30,265	43,300	37,500	34,610	35,000	45,274	*
Median	26,181	40,000	31,500	32,010	26,376	37,104	*
25th percentile	21,789	23,400	27,152	27,150	20,000	31,850	*
Lowest	17,900	21,000	16,800	24,300	15,000	28,240	*
Mean	27,232	35,417	33,161	30,880	27,084	38,187	*
Museums	8	23	14	4	6	8	*

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	$30,200	$54,694	$43,509	$62,541
75th percentile	*	*	25,050	40,700	40,692	43,507
Median	*	*	22,212	33,768	30,000	41,000
25th percentile	*	*	20,500	26,413	28,000	36,900
Lowest	*	*	15,000	22,000	23,400	28,455
Mean	*	*	22,507	34,182	32,600	40,825
Museums	*	*	16	20	6	21

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$40,900	$32,530	$41,000	$47,250	$54,694	$62,541
75th percentile	33,450	28,240	34,963	31,000	40,000	43,749
Median	25,500	28,000	23,700	30,000	35,260	40,846
25th percentile	22,200	27,152	22,288	28,455	23,400	29,300
Lowest	17,900	21,579	15,000	26,363	16,000	21,000
Mean	27,825	27,500	27,238	31,677	33,855	38,401
Museums	4	5	8	9	18	20

Curator E/Assistant Curator

Assists Curator and Associate Curator under their supervision. Usually no supervision of other curatorial staff. Reports to Curator (or Chief Curator).

All Museums

Highest	$48,743
75th percentile	32,525
Median	29,145
25th percentile	22,844
Lowest	14,000
Mean	28,299
Museums	51

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$32,469	$43,363	$33,400	$34,380	*	$40,692	*
75th percentile	25,817	32,525	32,000	33,940	*	35,500	*
Median	24,500	29,447	30,000	32,250	*	30,205	*
25th percentile	21,380	24,200	23,021	26,000	*	28,626	*
Lowest	18,650	14,000	15,168	21,000	*	19,500	*
Mean	24,314	28,613	27,615	29,970	*	30,788	*
Museums	8	18	9	4	*	6	*

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	$25,597	$35,000	*	$43,363
75th percentile	*	*	22,500	30,100	*	33,250
Median	*	*	19,750	27,000	*	31,204
25th percentile	*	*	17,148	20,780	*	29,874
Lowest	*	*	15,168	14,000	*	21,756
Mean	*	*	19,945	26,783	*	31,289
Museums	*	*	8	15	*	24

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	*	*	$30,410	$34,380	$48,743	$43,363
75th percentile	*	*	29,000	30,100	33,400	33,605
Median	*	*	21,000	25,597	29,573	31,941
25th percentile	*	*	20,500	19,500	25,717	30,000
Lowest	*	*	14,000	16,296	15,168	22,000
Mean	*	*	23,675	25,413	29,785	32,012
Museums	*	*	7	7	14	18

Curatorial Assistant

Assistance to curatorial staff in routine duties, under their supervision. Possibly in training to become curatorial professional (curatorial intern).

All Museums

Highest	$41,532
75th percentile	24,079
Median	21,000
25th percentile	17,500
Lowest	9,100
Mean	21,353
Museums	87

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$24,079	$31,116	$26,600	$39,767	$23,000	$36,432	*
75th percentile	24,000	27,326	22,900	23,500	18,082	27,200	*
Median	21,450	22,520	19,880	20,000	15,471	24,421	*
25th percentile	15,470	20,000	18,171	16,000	14,000	20,800	*
Lowest	14,000	14,500	9,100	10,460	12,000	12,995	*
Mean	20,337	23,100	19,731	21,137	16,043	24,277	*
Museums	7	24	16	11	12	14	*

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	$19,281	$39,767	$31,116	$36,432	$30,061
75th percentile	*	16,000	21,000	23,500	27,332	27,200
Median	*	15,914	17,964	21,288	22,212	23,900
25th percentile	*	10,460	15,100	19,150	19,500	22,200
Lowest	*	9,100	12,000	13,500	17,500	12,500
Mean	*	14,151	19,233	21,230	23,532	23,941
Museums	*	5	29	22	10	19

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$23,400	$24,000	$21,400	$39,767	$41,532	$36,432
75th percentile	21,000	19,641	20,000	23,000	26,600	27,156
Median	17,033	17,586	18,642	20,900	22,425	24,000
25th percentile	15,100	15,656	14,500	15,100	19,150	22,200
Lowest	12,528	9,100	12,000	12,995	12,500	15,434
Mean	17,682	17,062	17,487	21,140	22,832	24,092
Museums	6	12	9	10	21	29

Photographer

Responsible for photographic documentation of fine arts collections; supervision of studio and dark room facilities and personnel; participates in and oversees photography of general museum activities and events as required by museum staff. Reports to Chief Curator (or Registrar).

All Museums

Highest	$53,500
75th percentile	35,264
Median	27,993
25th percentile	23,400
Lowest	9,555
Mean	29,617
Museums	61

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$26,891	$49,425	$53,500	$30,000	$28,800	$53,000	*
75th percentile	24,000	37,000	32,276	27,002	28,219	38,335	*
Median	22,640	34,613	27,510	24,174	24,276	35,568	*
25th percentile	21,730	27,993	23,400	21,517	20,000	24,500	*
Lowest	21,142	19,400	9,555	14,560	15,000	15,600	*
Mean	23,281	33,513	28,239	23,743	23,259	32,580	*
Museums	5	18	13	8	5	9	*

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	$32,500	$48,000	$39,727	$53,500
75th percentile	*	*	23,005	28,219	37,195	38,220
Median	*	*	21,492	24,500	31,154	34,144
25th percentile	*	*	19,400	22,640	27,749	30,000
Lowest	*	*	15,000	14,560	21,023	20,140
Mean	*	*	21,677	26,332	32,168	35,503
Museums	*	*	10	19	8	21

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$31,564	*	$48,000	$32,276	$41,532	$53,500
75th percentile	25,847	*	28,800	27,793	35,174	39,727
Median	24,000	*	24,276	23,504	31,450	37,242
25th percentile	23,005	*	21,144	20,571	27,005	32,500
Lowest	14,560	*	15,000	15,000	19,352	19,400
Mean	23,795	*	26,207	23,520	31,705	36,700
Museums	5	*	7	12	16	18

Educator A

(a.k.a. Director of Education, Curator of Education) Supervision of several educational departments or programs; responsibility for general educational program development; some museum administrative duties; considerable public contact; supervision of several education professionals and/or volunteers. Reports to Director.

All Museums

Highest	$90,000
75th percentile	42,645
Median	33,464
25th percentile	26,331
Lowest	16,478
Mean	36,006
Museums	136

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$60,320	$90,000	$54,700	$52,585	$48,500	$70,933	$78,993
75th percentile	42,164	45,570	41,000	38,000	33,000	45,000	53,890
Median	33,890	40,000	33,399	31,500	27,573	35,377	49,800
25th percentile	27,300	31,500	25,560	25,000	22,440	29,916	49,000
Lowest	21,000	16,500	21,000	16,478	19,500	24,000	42,000
Mean	35,190	40,839	34,193	32,036	28,928	38,390	54,737
Museums	13	33	27	15	25	18	5

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	$30,000	$46,500	$49,800	$70,933	$90,000
75th percentile	*	26,161	32,295	42,266	51,493	54,850
Median	*	23,530	28,000	36,000	42,111	47,650
25th percentile	*	20,000	24,000	31,600	39,865	42,133
Lowest	*	16,478	20,000	16,500	33,399	36,700
Mean	*	23,548	28,969	36,816	46,081	50,331
Museums	*	11	51	33	12	24

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$45,000	$42,164	$49,000	$52,585	$78,993	$90,000
75th percentile	29,270	33,890	34,372	41,000	45,000	50,400
Median	25,780	26,839	29,875	36,000	40,000	44,023
25th percentile	22,750	23,500	25,512	29,120	30,000	35,000
Lowest	21,000	16,478	21,000	16,500	20,000	24,000
Mean	26,979	28,227	31,201	35,837	40,009	45,202
Museums	16	19	22	19	29	31

Educator B/Associate Educator

Responsibility for a specific interpretative program, one which may or may not involve the design of the educational exhibitions from outside the collection for special audiences; budget management related to program area; preparation of written material and packaging of other educational materials for program; supervision of staff and volunteers relating to program area. Reports to Director of Education.

All Museums

Highest	$65,700
75th percentile	35,500
Median	28,765
25th percentile	21,500
Lowest	9,675
Mean	29,271
Museums	99

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$38,620	$50,000	$42,600	$30,000	$36,973	$65,700	$59,182
75th percentile	28,765	34,227	35,800	29,300	32,000	43,488	40,600
Median	23,792	29,643	26,800	23,600	22,000	36,220	38,700
25th percentile	21,475	22,000	21,200	22,498	19,467	28,519	35,500
Lowest	18,183	17,140	15,130	9,675	16,000	17,125	27,300
Mean	25,407	29,746	27,804	23,716	25,336	36,426	39,997
Museums	9	30	21	10	11	12	6

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	$30,000	$38,250	$45,300	$46,338	$65,700
75th percentile	*	20,073	26,000	32,000	39,532	41,359
Median	*	17,341	22,000	27,000	31,116	37,646
25th percentile	*	16,000	20,250	23,000	29,717	32,595
Lowest	*	9,675	15,130	17,125	21,158	21,000
Mean	*	18,405	23,344	28,005	34,043	37,777
Museums	*	6	32	25	11	24

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$22,500	$30,000	$45,300	$35,500	$59,182	$65,700
75th percentile	22,498	27,300	36,973	32,000	35,800	40,000
Median	21,475	23,996	23,500	25,713	31,000	34,264
25th percentile	20,000	21,000	20,000	21,200	27,700	26,000
Lowest	18,183	9,675	16,500	17,125	15,130	19,000
Mean	20,931	23,239	27,833	26,087	31,367	33,746
Museums	5	14	17	10	23	30

Educator C/ Assistant Educator

Assists in developing and implementing a major interpretive or studio program; administrative duties within program as directed and supervised by Educator or Associate Educator.

All Museums

Highest	$49,500
75th percentile	29,400
Median	23,660
25th percentile	19,354
Lowest	10,920
Mean	24,593
Museums	73

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$30,013	$45,000	$29,400	$27,294	$32,193	$49,500	$48,743
75th percentile	27,300	30,948	24,297	21,567	26,859	33,864	34,400
Median	25,600	24,933	20,853	20,025	21,000	26,000	31,650
25th percentile	23,660	20,250	18,193	19,000	17,100	17,500	29,700
Lowest	20,601	11,375	14,820	18,720	15,000	15,746	10,920
Mean	25,435	25,571	21,482	21,105	22,539	27,814	31,177
Museums	5	20	15	6	12	9	6

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	$30,013	$33,190	$40,690	$49,500
75th percentile	*	*	23,584	27,294	31,950	31,800
Median	*	*	18,605	22,705	25,300	26,000
25th percentile	*	*	16,148	20,500	24,297	20,000
Lowest	*	*	10,920	15,000	17,760	18,000
Mean	*	*	19,840	23,807	27,172	27,722
Museums	*	*	16	23	9	22

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$25,600	$30,030	$32,300	$30,013	$48,743	$49,500
75th percentile	22,464	23,660	31,800	25,625	27,294	31,725
Median	21,567	17,250	24,297	21,000	23,575	27,300
25th percentile	18,720	11,375	20,000	17,630	19,954	21,779
Lowest	16,950	10,920	15,000	16,000	14,820	14,500
Mean	21,060	18,691	24,876	21,922	25,796	27,908
Museums	5	7	11	12	18	20

Educational Assistant

Assistance to Educators in routine duties relating to implementation of ongoing programs and activities; possibly in training to become educational professional.

All Museums

Highest	$32,700
75th percentile	21,950
Median	18,500
25th percentile	16,000
Lowest	8,000
Mean	18,978
Museums	77

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$20,609	$27,000	$22,354	$24,115	$21,080	$32,318	$32,700
75th percentile	20,375	22,633	21,468	18,000	19,459	25,504	29,050
Median	18,078	20,413	18,300	17,056	16,021	21,269	21,362
25th percentile	15,008	17,500	16,446	15,500	13,949	16,820	16,662
Lowest	14,000	12,126	8,000	13,650	12,600	12,000	16,000
Mean	17,691	19,983	17,880	17,519	16,489	21,310	22,856
Museums	4	22	14	7	14	12	4

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	$20,000	$26,208	$25,400	$32,318	$32,700
75th percentile	*	18,756	18,800	22,425	21,950	24,230
Median	*	15,132	16,875	19,080	19,803	20,977
25th percentile	*	12,438	14,000	16,000	18,089	18,900
Lowest	*	12,126	8,000	12,740	15,503	13,650
Mean	*	15,597	16,697	18,869	20,943	21,835
Museums	*	4	26	18	9	20

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$22,000	$20,538	$25,400	$22,354	$32,700	$32,318
75th percentile	19,500	17,657	20,140	17,450	22,633	23,660
Median	15,500	16,383	16,000	13,195	19,803	21,725
25th percentile	13,974	14,155	14,000	12,600	18,000	18,500
Lowest	13,949	12,126	8,000	12,000	15,503	13,650
Mean	16,737	16,077	16,879	15,290	20,845	21,770
Museums	4	12	13	7	19	22

Registrar A

Responsible for organization and maintenance of orderly forms, legal documents, files and retrieval system associated with acquisitions, accessions, deaccessions, cataloguing, loans, packing, shipping, customs, inventory, insurance, and storage; oversees shipping arrangements; may involve supervision of subordinate registration staff. Reports to Director or to Chief Curator.

All Museums

Highest	$73,731
75th percentile	37,700
Median	28,940
25th percentile	23,920
Lowest	13,424
Mean	31,471
Museums	154

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$51,896	$73,731	$52,500	$42,000	$44,000	$54,100	$57,313
75th percentile	33,000	45,630	36,500	32,050	28,525	38,615	53,100
Median	30,391	33,251	27,750	27,715	25,400	31,939	38,300
25th percentile	24,193	25,700	22,270	24,068	19,930	26,160	31,300
Lowest	19,200	20,000	16,000	16,500	13,424	17,389	26,460
Mean	30,798	36,480	29,544	27,890	25,614	33,513	40,796
Museums	15	38	30	16	28	21	6

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	$30,850	$33,540	$50,000	$55,730	$73,731
75th percentile	*	28,250	28,007	40,114	43,509	50,400
Median	*	23,193	25,588	33,400	35,930	43,000
25th percentile	*	19,400	21,985	28,000	31,000	38,615
Lowest	*	16,614	13,424	21,735	24,840	31,000
Mean	*	23,619	24,836	34,618	37,721	44,963
Museums	*	16	60	35	13	25

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$42,900	$38,383	$39,850	$43,200	$57,313	$73,731
75th percentile	30,000	26,818	32,350	33,540	43,754	47,448
Median	28,107	22,607	26,075	28,000	34,580	35,094
25th percentile	23,425	18,500	22,368	25,000	27,667	28,477
Lowest	19,200	13,424	17,389	22,260	16,000	20,000
Mean	27,745	23,449	27,064	29,920	35,664	38,934
Museums	18	25	24	19	32	36

Registrar B/Associate Registrar

Assists Registrar in performance of routine duties.

All Museums	
Highest	$53,215
75th percentile	29,946
Median	24,588
25th percentile	20,125
Lowest	13,000
Mean	25,469
Museums	80

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$36,400	$53,215	$37,100	$32,780	$26,620	$46,723	$40,300
75th percentile	26,000	31,500	28,000	25,000	23,415	32,023	38,995
Median	25,795	24,473	25,189	22,938	18,063	28,700	30,750
25th percentile	25,080	21,000	20,508	21,200	16,223	17,000	26,000
Lowest	21,200	15,193	15,000	13,000	14,000	15,000	18,191
Mean	26,895	26,810	25,315	22,976	19,706	27,468	30,831
Museums	5	26	15	6	13	9	6

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	$26,000	$ 26,500	$38,085	$46,723	$53,215
75th percentile	*	25,004	18,500	26,781	32,780	36,400
Median	*	24,004	16,789	24,251	26,000	28,000
25th percentile	*	20,170	15,000	21,070	21,364	25,189
Lowest	*	16,340	13,000	17,000	16,800	18,000
Mean	*	22,587	17,465	24,744	28,536	30,701
Museums	*	4	19	20	11	25

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$26,500	$25,795	$26,620	$35,500	$40,300	$53,215
75th percentile	26,000	18,191	25,080	27,560	34,000	36,650
Median	21,808	16,170	22,086	23,415	24,838	30,000
25th percentile	18,063	15,000	18,304	15,500	21,000	26,000
Lowest	16,223	15,000	14,000	13,000	15,193	18,500
Mean	21,734	17,721	21,637	22,497	26,894	31,367
Museums	6	6	14	11	22	21

Registrar C/Assistant Registrar

Assists the Registrar in performance of routine duties; may provide clerical assistance to the department.

All Museums

Highest	$33,430
75th percentile	24,128
Median	20,410
25th percentile	17,500
Lowest	10,400
Mean	21,093
Museums	60

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$21,138	$33,430	$28,000	$23,810	$24,000	$31,876	*
75th percentile	19,564	24,675	21,500	19,500	20,800	28,000	*
Median	17,340	21,373	19,211	17,600	18,799	24,000	*
25th percentile	16,960	20,000	17,500	15,000	15,080	19,203	*
Lowest	16,000	10,400	12,480	14,400	12,480	11,229	*
Mean	18,057	22,179	20,020	18,085	18,494	23,673	*
Museums	6	18	10	6	6	11	*

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	$24,000	$27,800	$31,876	$33,430
75th percentile	*	*	18,750	20,912	24,675	27,000
Median	*	*	16,825	19,602	23,810	24,000
25th percentile	*	*	15,500	16,929	21,724	20,400
Lowest	*	*	11,229	10,400	20,420	14,105
Mean	*	*	17,036	18,990	24,501	24,171
Museums	*	*	12	20	5	21

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$21,138	$24,524	$24,000	$27,800	$33,430	$32,480
75th percentile	20,800	22,044	20,700	23,810	22,239	28,000
Median	16,650	18,622	18,600	19,203	21,023	24,256
25th percentile	16,000	16,380	16,898	12,480	19,500	20,000
Lowest	13,488	15,080	12,480	11,229	10,400	14,400
Mean	17,297	19,212	18,656	18,892	21,807	24,494
Museums	7	4	10	7	13	19

Librarian A/Head Librarian

Formulates and carries out library practices, policies and procedures; assigns, supervises and reviews work of library personnel; oversees acquisition of library materials; maintains catalogue and inventory of publications, reference materials and periodicals; responds to public inquiries and provides reference and research materials as requested by museum staff. Reports to Director.

All Museums

Highest	$78,963
75th percentile	40,278
Median	30,750
25th percentile	23,625
Lowest	13,839
Mean	33,650
Museums	87

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$45,000	$78,963	$66,100	$39,100	$38,492	$61,390	$57,313
75th percentile	44,800	46,145	38,717	33,600	30,089	44,689	46,957
Median	29,519	37,500	32,858	24,165	22,801	31,642	36,050
25th percentile	26,688	25,468	21,318	22,788	18,500	29,100	35,250
Lowest	20,000	20,000	15,843	20,000	13,839	18,240	35,000
Mean	32,588	38,879	32,874	27,173	24,302	35,052	41,103
Museums	6	27	16	9	12	13	4

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	$34,320	$51,403	$61,390	$78,963
75th percentile	*	*	23,560	36,600	43,509	53,936
Median	*	*	20,603	30,348	33,500	44,844
25th percentile	*	*	18,500	26,000	26,600	37,500
Lowest	*	*	13,839	18,500	24,000	27,300
Mean	*	*	21,419	31,260	36,272	47,146
Museums	*	*	21	30	10	22

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$44,800	$44,840	$38,533	$38,492	$72,000	$78,963
75th percentile	40,200	30,378	30,410	31,500	45,826	50,824
Median	25,600	22,583	26,160	27,650	35,000	40,905
25th percentile	20,716	17,728	20,000	22,095	25,000	33,000
Lowest	20,000	13,839	15,843	19,100	18,240	20,900
Mean	30,263	25,007	26,296	27,667	37,442	43,396
Museums	5	8	18	14	18	24

Librarian B/Associate Librarian

Cataloguing and classification of library materials; assists Head Librarian in the administration and maintenance of library and in training library staff.

All Museums

Highest	$63,700
75th percentile	34,227
Median	27,774
25th percentile	22,573
Lowest	13,490
Mean	29,130
Museums	45

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	*	$63,700	$38,500	$28,980	*	$35,124	*
75th percentile	*	36,600	33,479	27,700	*	29,850	*
Median	*	27,915	30,919	24,000	*	21,200	*
25th percentile	*	26,000	25,516	19,323	*	16,890	*
Lowest	*	16,500	17,250	19,000	*	13,490	*
Mean	*	32,597	29,447	23,801	*	23,062	*
Museums	*	17	8	5	*	8	*

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500.000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	$20,600	$36,600	$34,227	$ 63,700
75th percentile	*	*	19,961	27,774	33,986	37,294
Median	*	*	18,286	23,240	33,001	31,357
25th percentile	*	*	16,815	20,400	24,380	27,500
Lowest	*	*	16,380	13,490	16,500	20,783
Mean	*	*	18,388	24,246	29,182	33,479
Museums	*	*	4	13	4	22

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	*	*	$32,259	$30,038	$42,883	$63,700
75th percentile	*	*	23,240	23,153	38,647	35,124
Median	*	*	23,050	20,400	30,390	30,914
25th percentile	*	*	19,000	17,400	23,065	27,500
Lowest	*	*	17,250	16,380	16,500	17,500
Mean	*	*	22,960	21,324	30,718	33,633
Museums	*	*	5	7	12	17

Librarian C/Assistant Librarian

Assists Head Librarian and Associate Librarian with specific sub-program in library operations.

All Museums

Highest	$42,000
75th percentile	25,050
Median	21,935
25th percentile	17,535
Lowest	13,000
Mean	22,251
Museums	36

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	*	$42,000	$28,300	*	$21,871	$24,759	*
75th percentile	*	26,574	23,650	*	18,500	24,570	*
Median	*	25,000	21,335	*	16,870	20,987	*
25th percentile	*	19,810	19,451	*	15,080	15,800	*
Lowest	*	13,504	13,700	*	13,500	13,100	*
Mean	*	24,647	21,922	*	17,220	19,843	*
Museums	*	13	8	*	5	5	*

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	*	$25,100	$25,717	$ 42,000
75th percentile	*	*	*	19,500	23,858	26,574
Median	*	*	*	15,544	21,335	24,664
25th percentile	*	*	*	13,781	20,240	22,050
Lowest	*	*	*	13,000	19,810	13,700
Mean	*	*	*	16,838	22,049	24,996
Museums	*	*	*	10	4	18

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	*	*	$21,871	$22,000	$41,532	$42,000
75th percentile	*	*	20,670	21,001	26,937	25,140
Median	*	*	17,685	16,892	24,409	24,759
25th percentile	*	*	15,800	13,441	19,355	24,200
Lowest	*	*	15,288	13,100	13,700	16,500
Mean	*	*	18,166	17,221	25,142	26,113
Museums	*	*	6	4	8	13

Conservator A/Chief Conservator

General supervision of conservation department, including administration of the budget and department personnel; initiates and supervises treatments carried out in conservation and scientific laboratories; performs conservation treatments on special projects. Reports to Director.

All Museums

Highest	$96,600
75th percentile	59,182
Median	45,850
25th percentile	40,050
Lowest	17,000
Mean	49,745
Museums	50

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$52,915	$87,000	$81,600	*	$53,554	$96,600	$59,182
75th percentile	49,636	65,100	57,950	*	49,650	80,111	57,141
Median	41,340	46,861	44,474	*	42,000	66,447	50,350
25th percentile	37,384	40,100	32,438	*	38,000	41,964	45,600
Lowest	35,321	17,000	22,500	*	17,640	32,421	45,000
Mean	43,319	50,717	46,361	*	40,169	63,998	51,220
Museums	5	21	8	*	5	6	4

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	$49,636	$53,554	$71,918	$96,600
75th percentile	*	*	42,800	46,100	65,408	75,698
Median	*	*	32,438	42,000	50,825	63,400
25th percentile	*	*	22,500	37,384	45,600	49,650
Lowest	*	*	17,000	28,190	34,000	41,964
Mean	*	*	33,828	41,536	53,096	62,843
Museums	*	*	7	15	6	19

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	*	$52,915	$53,554	$44,948	$87,000	$96,600
75th percentile	*	51,276	49,650	44,000	55,100	69,267
Median	*	42,478	45,000	42,000	50,825	65,100
25th percentile	*	35,321	38,000	32,421	40,100	42,000
Lowest	*	17,640	28,190	29,500	34,000	17,000
Mean	*	38,878	43,048	38,574	51,948	58,173
Museums	*	4	7	5	14	17

Conservator B/Senior Conservator

Responsibility for conservations and restoration of a major collection, examination of that collection, and exhibits in area of specialization; preparation of conservation reports; supervision of professional assistant(s). Reports to Chief Conservator.

All Museums

Highest	$80,000
75th percentile	48,710
Median	43,600
25th percentile	35,000
Lowest	23,650
Mean	44,329
Museums	36

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$51,857	$73,136	$62,200	*	*	$80,000	$45,720
75th percentile	46,928	47,495	55,500	*	*	63,587	43,200
Median	37,951	45,126	45,950	*	*	51,844	39,000
25th percentile	33,902	40,601	40,865	*	*	49,420	36,500
Lowest	32,000	27,431	34,700	*	*	34,320	34,000
Mean	39,940	46,227	47,527	*	*	55,834	39,684
Museums	4	12	6	*	*	5	5

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	*	$46,990	$49,420	$80,000
75th percentile	*	*	*	36,500	44,021	54,254
Median	*	*	*	33,902	40,039	46,974
25th percentile	*	*	*	33,190	39,000	43,200
Lowest	*	*	*	23,650	34,700	26,620
Mean	*	*	*	35,063	41,203	49,367
Museums	*	*	*	9	6	20

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	*	*	$39,000	*	$62,200	$80,000
75th percentile	*	*	34,000	*	45,720	54,254
Median	*	*	33,902	*	44,010	48,660
25th percentile	*	*	33,339	*	40,601	45,500
Lowest	*	*	26,620	*	27,431	32,000
Mean	*	*	33,372	*	44,516	50,382
Museums	*	*	5	*	10	16

Conservator C/Associate Conservator

Assist Conservator in the conservation, restoration and documentation of works of art in the collection, helps train assistants in conservation department.

All Museums

Highest	$49,963
75th percentile	39,900
Median	34,000
25th percentile	29,400
Lowest	19,425
Mean	34,392
Museums	27

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	*	$49,963	$39,900	*	*	$49,307	*
75th percentile	*	41,023	37,349	*	*	47,454	*
Median	*	34,000	33,250	*	*	42,186	*
25th percentile	*	29,000	28,700	*	*	38,772	*
Lowest	*	19,425	26,000	*	*	33,600	*
Mean	*	34,126	33,075	*	*	41,820	*
Museums	*	11	6	*	*	4	*

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	*	$34,564	$41,023	$ 49,963
75th percentile	*	*	*	30,000	36,303	41,463
Median	*	*	*	29,523	30,491	37,225
25th percentile	*	*	*	26,574	29,400	34,000
Lowest	*	*	*	22,983	29,000	26,000
Mean	*	*	*	28,861	32,751	37,812
Museums	*	*	*	6	4	16

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	*	*	*	$37,349	$41,023	$49,963
75th percentile	*	*	*	33,374	34,564	43,821
Median	*	*	*	29,050	31,582	39,336
25th percentile	*	*	*	28,700	26,574	35,480
Lowest	*	*	*	22,983	19,425	27,950
Mean	*	*	*	29,608	31,030	39,314
Museums	*	*	*	4	9	12

Conservator D/Assistant Conservator

Assist in the conservation, restoration and documentation of works of art, under supervision; responsible for routine examinations and inspections of art objects in the collection and on loan.

All Museums

Highest	$46,376
75th percentile	30,160
Median	27,500
25th percentile	22,843
Lowest	16,380
Mean	27,455
Museums	29

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$30,099	$46,376	$29,000	*	*	$36,074	*
75th percentile	28,830	31,116	27,900	*	*	33,900	*
Median	25,201	27,500	26,400	*	*	31,019	*
25th percentile	22,843	23,000	26,000	*	*	21,814	*
Lowest	19,124	18,000	24,500	*	*	18,090	*
Mean	24,906	28,341	26,575	*	*	28,653	*
Museums	4	9	4	*	*	6	*

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	*	$27,800	*	$46,376
75th percentile	*	*	*	27,560	*	32,030
Median	*	*	*	26,255	*	28,513
25th percentile	*	*	*	22,843	*	25,000
Lowest	*	*	*	21,814	*	21,300
Mean	*	*	*	25,421	*	29,137
Museums	*	*	*	6	*	16

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	*	*	*	$27,800	$42,883	$46,376
75th percentile	*	*	*	26,150	34,000	31,878
Median	*	*	*	21,812	29,900	28,027
25th percentile	*	*	*	19,124	21,814	26,000
Lowest	*	*	*	18,090	18,000	22,050
Mean	*	*	*	22,378	29,530	29,759
Museums	*	*	*	4	7	13

Conservation Assistant

Treats and examines works of art under the supervision of Conservator; executes the necessary clerical work required by conservators.

All Museums

Highest	$36,301
75th percentile	27,600
Median	21,920
25th percentile	20,674
Lowest	12,064
Mean	23,024
Museums	26

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	*	$36,301	$20,900	*	*	*	*
75th percentile	*	24,528	18,587	*	*	*	*
Median	*	23,500	18,129	*	*	*	*
25th percentile	*	20,947	17,805	*	*	*	*
Lowest	*	14,850	12,064	*	*	*	*
Mean	*	23,387	17,497	*	*	*	*
Museums	*	13	5	*	*	*	*

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	*	$29,925	$36,301	$35,124
75th percentile	*	*	*	25,000	24,528	27,600
Median	*	*	*	18,693	22,250	21,920
25th percentile	*	*	*	14,850	20,674	20,900
Lowest	*	*	*	12,064	18,129	14,141
Mean	*	*	*	19,871	24,022	24,027
Museums	*	*	*	6	6	10

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	*	*	*	*	$36,301	$35,124
75th percentile	*	*	*	*	29,202	28,763
Median	*	*	*	*	24,528	23,710
25th percentile	*	*	*	*	21,000	21,840
Lowest	*	*	*	*	20,674	16,000
Mean	*	*	*	*	26,039	24,808
Museums	*	*	*	*	6	12

Conservation Scientist

Performs chemical, physical and optional analyses to determine physical composition of art objects; provides physical evidence to support authenticity of objects; assists Conservator in the selection of optimum treatment methods. Reports to Chief Conservator.

All Museums

Highest	$85,300
75th percentile	56,282
Median	54,694
25th percentile	46,900
Lowest	22,333
Mean	50,889
Museums	9

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	*	$85,300	*	*	*	*	*
75th percentile	*	57,000	*	*	*	*	*
Median	*	55,488	*	*	*	*	*
25th percentile	*	50,558	*	*	*	*	*
Lowest	*	30,000	*	*	*	*	*
Mean	*	55,639	*	*	*	*	*
Museums	*	6	*	*	*	*	*

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	*	*	*	$57,000
75th percentile	*	*	*	*	*	56,282
Median	*	*	*	*	*	50,558
25th percentile	*	*	*	*	*	30,000
Lowest	*	*	*	*	*	22,333
Mean	*	*	*	*	*	45,429
Museums	*	*	*	*	*	7

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	*	*	*	*	*	$56,282
75th percentile	*	*	*	*	*	54,933
Median	*	*	*	*	*	48,729
25th percentile	*	*	*	*	*	30,000
Lowest	*	*	*	*	*	22,333
Mean	*	*	*	*	*	43,501
Museums	*	*	*	*	*	6

Preparator A/Chief Preparator

(a.k.a. Exhibition Designer) Supervises installation of art objects; plans and directs the fabrication, installation, and disassembly of both temporary and permanent museum exhibits; administers budget, personnel and operations of preparation department. Reports to Chief Curator or Director.

All Museums

Highest	$76,000
75th percentile	35,909
Median	27,560
25th percentile	22,983
Lowest	11,000
Mean	30,128
Museums	122

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$34,940	$76,000	$42,320	$40,250	$39,750	$55,440	$48,743
75th percentile	32,455	45,826	28,000	27,818	28,000	46,659	37,000
Median	26,812	33,550	26,602	25,606	23,536	34,350	36,600
25th percentile	24,500	29,625	20,285	23,600	19,475	22,000	36,600
Lowest	22,426	11,000	16,380	19,704	12,000	15,912	18,191
Mean	28,168	37,575	25,512	26,419	24,438	33,971	35,427
Museums	10	26	25	12	22	22	5

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	$34,940	$55,440	$65,444	$47,630	$76,000
75th percentile	*	24,271	27,350	36,092	43,050	52,700
Median	*	21,278	24,595	29,625	36,600	39,112
25th percentile	*	19,704	19,475	27,621	30,290	35,870
Lowest	*	12,000	11,000	23,500	21,000	23,600
Mean	*	22,827	24,675	32,354	36,316	43,509
Museums	*	13	47	27	13	16

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$32,500	$42,320	$42,700	$40,250	$76,000	$62,000
75th percentile	27,760	27,350	36,211	35,700	37,338	47,000
Median	24,595	23,862	26,934	28,000	30,108	33,800
25th percentile	22,426	19,159	22,660	21,000	24,500	26,000
Lowest	18,634	12,000	11,000	16,685	16,380	17,000
Mean	25,259	24,197	28,286	27,949	33,713	36,193
Museums	13	18	20	18	26	26

Preparator B/Associate Preparator

Assists Chief Preparator in administration of the department and implementation of preparation programs.

All Museums

Highest	$50,410
75th percentile	28,056
Median	22,778
25th percentile	18,503
Lowest	12,000
Mean	23,905
Museums	92

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$31,550	$50,410	$31,463	$28,475	$34,410	$40,664	$35,387
75th percentile	24,358	36,259	24,910	23,536	19,770	33,744	35,194
Median	23,000	27,387	23,058	19,848	17,959	29,557	32,500
25th percentile	22,000	20,837	18,880	17,900	16,141	23,100	30,000
Lowest	18,503	16,340	14,450	12,400	12,000	14,500	25,000
Mean	23,415	28,582	22,438	20,398	18,703	28,275	31,997
Museums	9	20	16	12	20	11	4

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	$23,088	$28,500	$50,410	$41,023	$44,752
75th percentile	*	20,540	22,411	30,000	29,500	34,410
Median	*	18,634	18,666	23,100	28,056	31,000
25th percentile	*	17,500	16,020	19,044	24,370	23,800
Lowest	*	13,178	12,000	14,000	16,973	13,650
Mean	*	19,216	18,977	25,201	29,079	29,598
Museums	*	7	33	23	10	17

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$27,000	$31,550	$34,410	$35,000	$50,410	$40,664
75th percentile	23,000	22,756	25,933	24,358	31,000	33,744
Median	20,837	18,666	20,540	22,250	23,800	27,825
25th percentile	18,634	17,830	17,510	17,395	20,242	25,000
Lowest	12,525	15,600	12,400	12,500	12,000	13,650
Mean	20,289	20,895	21,778	22,096	26,790	28,578
Museums	13	13	13	14	21	17

Editor/Head of Publications

Administers the operations of publications department, with responsibility for all facets of its programs including management, editorial and production functions. Reports to Director.

All Museums

Highest	$87,500
75th percentile	47,600
Median	35,314
25th percentile	28,461
Lowest	16,600
Mean	39,090
Museums	62

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$37,000	$80,480	$61,700	$45,000	$41,120	$87,500	*
75th percentile	35,229	51,510	48,541	43,510	35,400	55,776	*
Median	34,548	41,433	37,972	29,200	28,000	32,500	*
25th percentile	27,290	32,000	28,461	28,300	20,860	30,000	*
Lowest	22,000	19,380	26,000	26,000	16,600	20,150	*
Mean	31,213	42,716	39,709	34,402	28,396	41,320	*
Museums	5	22	13	5	5	9	*

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	$48,541	$42,962	$44,021	$ 87,500
75th percentile	*	*	35,229	33,190	42,055	58,953
Median	*	*	28,433	30,000	36,686	51,510
25th percentile	*	*	22,000	28,000	34,585	45,000
Lowest	*	*	16,600	20,150	19,380	27,958
Mean	*	*	29,564	30,805	35,184	51,455
Museums	*	*	14	15	8	23

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$39,618	*	$41,120	$43,510	$72,000	$87,500
75th percentile	37,000	*	37,972	34,230	48,541	57,976
Median	31,100	*	27,290	27,979	44,021	48,531
25th percentile	22,000	*	25,000	26,000	35,400	32,500
Lowest	21,511	*	23,600	16,600	19,380	28,000
Mean	29,915	*	29,755	28,924	42,597	47,824
Museums	7	*	7	8	17	20

Head Designer

(a.k.a. Graphic Designer) Responsible for design of all museum publications and graphics; possible supervision of all subordinate staff. Reports to Head of Publications.

All Museums

Highest	$69,517
75th percentile	41,322
Median	30,545
25th percentile	23,047
Lowest	16,916
Mean	33,115
Museums	50

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	*	$69,517	$53,000	$37,300	$32,910	$65,000	*
75th percentile	*	55,000	38,520	33,000	32,000	44,568	*
Median	*	38,133	30,147	27,113	22,000	41,322	*
25th percentile	*	28,568	23,047	25,175	19,800	25,000	*
Lowest	*	20,800	16,916	22,666	17,750	21,814	*
Mean	*	42,130	30,906	28,728	23,905	38,634	*
Museums	*	10	15	6	7	9	*

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	*	$42,000	$34,425	$42,266	$ 69,517
75th percentile	*	*	30,524	32,000	38,520	50,350
Median	*	*	21,733	27,113	28,568	41,661
25th percentile	*	*	17,750	22,539	23,434	33,000
Lowest	*	*	16,916	21,814	19,800	19,141
Mean	*	*	24,822	27,305	29,538	42,533
Museums	*	*	8	12	7	20

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$30,147	*	$32,910	$38,520	$53,000	$69,517
75th percentile	27,976	*	32,000	34,425	42,000	55,000
Median	22,666	*	29,000	25,087	32,000	43,284
25th percentile	20,800	*	23,434	22,000	26,574	37,300
Lowest	17,400	*	22,040	19,141	16,916	25,000
Mean	23,378	*	27,977	27,377	32,575	45,628
Museums	7	*	5	6	15	14

Building Superintendent

Responsible for operation of all facilities including maintenance and janitorial services. Reports to Director or Administrator.

All Museums

Highest	$83,337
75th percentile	43,821
Median	33,000
25th percentile	28,300
Lowest	11,850
Mean	36,871
Museums	117

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$63,143	$74,200	$72,750	$58,750	$43,821	$83,337	$58,000
75th percentile	40,684	47,724	44,538	43,448	33,000	46,550	55,504
Median	35,000	35,670	36,750	31,070	28,890	39,287	38,500
25th percentile	30,000	28,000	25,000	29,000	24,000	30,680	31,000
Lowest	16,000	15,375	15,750	24,000	11,850	13,728	30,250
Mean	36,083	39,505	38,145	35,470	27,988	40,385	41,959
Museums	11	36	21	12	19	12	6

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	$27,000	$ 39,805	$58,750	$49,600	$ 83,337
75th percentile	*	26,282	31,533	41,500	44,645	64,000
Median	*	24,782	28,600	35,000	41,764	58,000
25th percentile	*	24,000	24,000	31,403	37,000	42,400
Lowest	*	11,850	13,728	16,000	24,600	19,269
Mean	*	22,103	27,210	36,025	39,702	54,315
Museums	*	4	43	31	12	25

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$43,000	$39,805	$44,538	$51,573	$72,750	$83,337
75th percentile	31,533	31,740	37,848	43,080	48,204	63,000
Median	29,820	28,890	31,715	36,941	37,000	45,471
25th percentile	28,000	25,000	27,900	31,706	24,600	34,400
Lowest	15,625	11,850	20,240	24,000	15,750	15,375
Mean	30,032	27,210	32,452	36,066	38,771	46,041
Museums	10	15	22	15	25	30

Chief of Security

Supervises all guard forces. May report to Building Superintendent or Administrator.

All Museums

Highest	$73,500
75th percentile	35,000
Median	28,250
25th percentile	20,000
Lowest	12,000
Mean	29,831
Museums	116

American Association of Museum Region

	New England	Mid Atlantic	Midwest	Mountain Plains	Southeast	Western	Canada
Highest	$55,000	$72,000	$73,500	$57,000	$36,967	$68,400	*
75th percentile	32,900	44,000	35,400	32,000	30,900	34,000	*
Median	29,287	28,350	29,800	26,995	21,749	28,336	*
25th percentile	20,000	21,800	22,000	18,772	17,620	16,500	*
Lowest	17,000	12,500	13,500	14,049	12,000	15,340	*
Mean	28,587	34,162	30,097	27,582	23,152	28,799	*
Museums	12	29	26	14	18	14	*

Operating Budget

	Under $400,000	$400,000 to $1,000,000	$1,000,000 to $2,500,000	$2,500,000 to $5,000,000	$5,000,000 to $7,500,000	Over $7,500,000
Highest	*	$29,955	$37,000	$57,000	$45,700	$73,500
75th percentile	*	22,260	26,228	34,000	37,645	57,880
Median	*	17,000	21,100	30,400	33,180	42,750
25th percentile	*	13,500	17,300	28,000	30,290	35,400
Lowest	*	12,000	12,500	18,000	27,431	30,000
Mean	*	17,870	22,157	30,599	34,088	48,006
Museums	*	11	44	26	10	22

Metropolitan Area Population

	Under 100,000	100,001 to 500,000	500,001 to 1,000,000	1,000,001 to 2,000,000	2,000,001 to 3,000,000	Over 3,000,000
Highest	$29,955	$33,800	$45,700	$50,350	$72,000	$73,500
75th percentile	23,950	27,711	33,359	35,400	39,900	46,194
Median	20,500	22,130	29,950	30,900	31,242	34,000
25th percentile	18,772	15,000	19,300	25,699	20,400	20,000
Lowest	12,841	12,000	12,500	15,340	15,950	16,000
Mean	21,285	21,540	27,821	30,427	33,517	36,380
Museums	12	20	14	15	22	32

University Museum Salary Ranges

	Highest	75th percentile	Median	25th percentile	Lowest	Mean	Museums
Director	$124,000	$85,000	$70,650	$60,600	$45,900	$73,837	33
Administrator	$72,500	$42,184	$34,061	$30,569	$21,101	$36,898	28
Development Officer	$55,300	$46,000	$32,000	$25,000	$24,000	$34,907	11
Marketing Director	.	.	.	.	.	.	.
Membership Secretary	$31,860	$28,100	$24,500	$17,480	$13,488	$23,206	24
Public Relations Officer	$34,000	$28,648	$27,350	$22,748	$17,016	$26,331	16
Museum Store Manager	$34,896	$26,482	$19,968	$18,866	$16,000	$22,430	18
Volunteer Coordinator	.	.	.	.	.	.	.
Curator A	$87,000	$48,000	$35,000	$29,916	$24,026	$40,248	19
Curator B	$74,760	$42,595	$33,986	$30,000	$24,088	$37,094	22
Curator C	$40,080	$33,750	$26,000	$21,420	$20,000	$27,299	7
Curator D	$32,530	$28,000	$27,152	$26,363	$25,000	$27,809	5
Curator E	$25,597	$25,299	$23,580	$21,080	$20,000	$23,189	4
Curatorial Assistant	$30,468	$24,000	$21,000	$16,000	$10,460	$20,269	11
Photographer	$35,568	$32,500	$26,964	$23,005	$21,071	$27,690	6
Educator A	$39,204	$32,077	$26,161	$23,400	$16,478	$27,814	27
Educator B	$38,250	$27,762	$21,749	$20,036	$9,675	$23,131	12
Educator C	$30,013	$23,660	$21,567	$16,950	$15,746	$21,247	7
Educational Assistant	$26,208	$21,468	$19,459	$17,000	$13,949	$19,555	7
Registrar A	$33,342	$28,927	$25,918	$22,366	$16,614	$25,655	32
Registrar B	$26,500	$25,795	$20,508	$18,063	$16,223	$21,261	11
Registrar C	$21,138	$17,680	$16,825	$16,000	$13,488	$16,993	6
Librarian A	.	.	.	.	.	.	.
Librarian B	.	.	.	.	.	.	.
Librarian C	.	.	.	.	.	.	.
Conservator A	$52,915	$42,800	$38,000	$32,438	$22,500	$37,731	5
Conservator B	.	.	.	.	.	.	.
Conservator C	.	.	.	.	.	.	.
Conservator D	.	.	.	.	.	.	.
Conservation Assistant	.	.	.	.	.	.	.
Conservation Scientist	.	.	.	.	.	.	.
Preparator A	$55,440	$30,000	$25,872	$21,902	$17,667	$27,294	31
Preparator B	$31,550	$24,253	$21,624	$18,757	$12,525	$21,748	20
Editor	$48,541	$36,761	$30,371	$24,000	$21,511	$31,539	8
Head Designer	$38,520	$30,147	$22,666	$20,339	$17,400	$24,819	7
Building Superintendent	$48,900	$34,080	$31,002	$20,976	$17,667	$30,572	10
Chief of Security	$38,400	$28,350	$21,100	$18,600	$12,841	$22,976	18

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THE ASSOCIATION OF ART MUSEUM DIRECTORS

1992 Salary Survey

Foreword

The 1992 AAMD Salary Survey is the ninth in a series of annual surveys of art museum salaries issued by the Association of Art Museum Directors. The results of this survey represent responses from 183 of 212 museums surveyed - a response rate of 86 percent. Among the museums surveyed were both current and former AAMD members. Membership in the Association is predicated on an annual operating budget of $1,000,000 or more. While the response rate in excess of 80 percent enables this report to be statistically representative of institutions eligible for AAMD membership, one should not assume automatically its relevance to museums in other disciplines or of smaller size.

The positions for which salary information was sought were only those considered (a) professional and (b) more likely to be filled from the national marketplace rather than locally. Comparative statistics on clerical, maintenance, and security salaries are felt to be more valid when secured from within a museum's own region.

The tabulation of the statistical data in this survey was accomplished by Dr. David A. Karns of Audience Concepts in Dayton, Ohio. Thanks are due to Dr. Karns for his participation in the design of the survey instrument and computer programs that produced this report. Thanks are also due to the museums responding to the survey for the considerable time and effort put into their responses and to the American Association of Museums for the national distribution of the survey results.

The format of the survey reflects the 1983 change in procedures by the U. S. Bureau of the Census to consolidate Metropolitan Statistical Areas (MSA) in areas exceeding one million population into Consolidated Metropolitan Statistical Areas (CMSA). To alleviate confusion, we have included a table of population by MSA/CMSA for regions in which responding institutions are located.

Millicent Hall Gaudieri
Executive Director

Association of Art Museum Directors
41 East 65th Street, New York, NY 10021
(212) 249-4423

Table of Contents

Foreword i
Metropolitan Area Population Estimates 2
American Association of Museum Regional Associations 3
AAMD Salary Survey Questionnaire 4
AAMD Position Descriptions 7
Characteristics of Responding Museums 11
Fiscal Characteristics of Responding Museums 13
Employee Benefits of Responding Museums 14
Salary Procedures of Responding Museums 15
Salary Comparisons
    Directors 16
    Administrators 17
    Development Officers 18
    Marketing Directors 19
    Membership Secretaries 20
    Public Relations Officers 21
    Museum Store Managers 22
    Volunteer Coordinators 23
    Curators 24
    Curatorial Assistants 29
    Photographers 30
    Educators 31
    Educational Assistants 34
    Registrars 35
    Librarians 38
    Conservators 41
    Conservation Assistants 45
    Conservation Scientists 46
    Preparators 47
    Editors 49
    Head Designers 50
    Building Superintendents 51
    Chiefs of Security 52
University Museum Salary Comparisons 53

Metropolitan Area Populations

City, State	Population
U.S.A.	
Akron, OH	2,760,000
Allentown, PA	680,000
Amherst, MA	600,000
Anchorage, AK	225,000
Ann Arbor, MI	4,660,000
Athens, GA	50,000
Atlanta, GA	2,830,000
Austin, TX	780,000
Baltimore, MD	2,380,000
Berkeley, CA	6,250,000
Birmingham, AL	910,000
Bloomfield Hills, MI	4,660,000
Bloomington, IN	108,000
Boston, MA	4,170,000
Brockton, MA	4,170,000
Bronx, NY	18,090,000
Brooklyn, NY	18,090,000
Brunswick, ME	50,000
Buffalo, NY	1,190,000
Cambridge, MA	4,170,000
Carbondale, IL	50,000
Cedar Rapids, IA	170,000
Chadds Ford, PA	5,900,000
Champaign, IL	100,000
Chapel Hill, NC	740,000
Charleston, SC	510,000
Charlotte, NC	1,160,000
Chicago, IL	8,060,000
Cincinnati, OH	1,740,000
Cleveland, OH	2,760,000
Cody, WY	50,000
Colorado Springs, CO	400,000
Columbia, SC	450,000
Columbus, OH	1,380,000
Coral Gables, FL	3,190,000
Corning, NY	50,000
Dallas, TX	3,880,000
Davenport, IA	350,000
Dayton, OH	950,000
Denver, CO	1,850,000
Des Moines, IA	390,000
Detroit, MI	4,660,000
El Paso, TX	590,000
Flint, MI	430,000
Flushing, NY	18,090,000
Fort Lauderdale, FL	3,190,000
Fort Worth, TX	3,880,000
Gainesville, FL	200,000
Grand Rapids, MI	690,000
Hanover, NH	50,000
Hartford, CT	1,000,000
Honolulu, HI	840,000
Houston, TX	3,710,000
Huntsville, AL	240,000
Indianapolis, IN	1,250,000
Iowa City, IA	350,000
Ithaca, NY	50,000
Jackson, MS	150,000
Kansas City, MO	1,560,000
La Jolla, CA	2,500,000
Laguna Beach, CA	14,530,000
Lawrence, KS	50,000
Lexington, KY	350,000
Lincoln, NE	210,000
Lincoln, MA	4,170,000
Little Rock, AR	515,800
Long Beach, CA	14,530,000
Los Angeles, CA	14,530,000
Louisville, KY	950,000
Madison, WI	370,000
Malibu, CA	14,530,000
Manchester, NH	150,000
Memphis, TN	980,000
Miami, FL	3,190,000
Miami Beach, FL	3,190,000
Milwaukee, WI	1,610,000
Minneapolis, MN	2,500,000
Montclair, NJ	50,000
Montgomery, AL	300,000
New Brunswick, NJ	50,000
New Haven, CT	530,000
New London, CT	250,000
New Orleans, LA	1,240,000
New York, NY	18,090,000
Newark, NJ	18,090,000
Newport Beach, CA	14,530,000
Norfolk, VA	1,400,000
Northampton, MA	600,000
Notre Dame, IN	100,000
Oakland, CA	6,250,000
Oberlin, OH	50,000
Omaha, NE	620,000
Orlando, FL	1,070,000
Palm Beach, FL	860,000
Palm Springs, CA	50,000
Philadelphia, PA	5,900,000
Phoenix, AZ	2,122,000
Pittsburgh, PA	2,240,000
Portland, OR	1,480,000
Portland, ME	215,000
Poughkeepsie, NY	50,000
Princeton, NJ	50,000
Providence, RI	1,140,000
Purchase, NY	18,090,000
Raleigh, NC	740,000
Richmond, VA	860,000
Rochester, NY	1,000,000
Sacramento, CA	1,500,000
Saint Paul, MN	2,500,000
Salt Lake City, UT	1,070,000
San Antonio, TX	1,300,000
San Diego, CA	2,500,000
San Francisco, CA	6,250,000
San Jose, CA	6,250,000
San Marino, CA	14,530,000
Santa Barbara, CA	370,000
Santa Monica, CA	14,530,000
Sarasota, FL	280,000
Savannah, GA	240,000
Seattle, WA	2,560,000
Springfield, MA	600,000
St. Louis, MO	2,440,000
St. Petersburg, FL	2,070,000
Stanford, CA	6,250,000
Stony Brook, NY	18,090,000
Syracuse, NY	350,000
Tacoma, WA	2,560,000
Tampa, FL	2,070,000
Toledo, OH	610,000
Tucson, AZ	670,000
Tulsa, OK	710,000
Utica, NY	320,000
Washington, DC	3,900,000
West Palm Beach, FL	860,000
Wichita, KS	480,000
Williamsburg, VA	860,000
Williamstown, MA	50,000
Wilmington, DE	5,900,000
Winston-Salem, NC	950,000
Winterthur, DE	5,900,000
Worcester, MA	440,000
Yonkers, NY	18,090,000
Youngstown, OH	490,000
Canada	
Charlottetown, P.E.I.	100,000
Edmonton, Alberta	700,000
Hamilton, Ontario	500,000
Kleinburg, Ontario	3,000,000
Montreal, Quebec	2,800,000
Ottawa, Ontario	700,000
Toronto, Ontario	3,000,000
Vancouver, B.C.	1,300,000
Winnipeg, Manitoba	600,000

Regional Associations of the American Association of Museums

Southeast

- Alabama
- Arkansas
- Florida
- Georgia
- Kentucky
- Louisiana
- Mississippi
- North Carolina
- South Carolina
- Tennessee
- Virginia
- West Virginia

New England

- Connecticut
- Massachusetts
- Maine
- New Hampshire
- Rhode Island
- Vermont

Mountain Plains

- Colorado
- Kansas
- Montana
- Nebraska
- New Mexico
- North Dakota
- Oklahoma
- South Dakota
- Texas
- Wyoming

Mid Atlantic

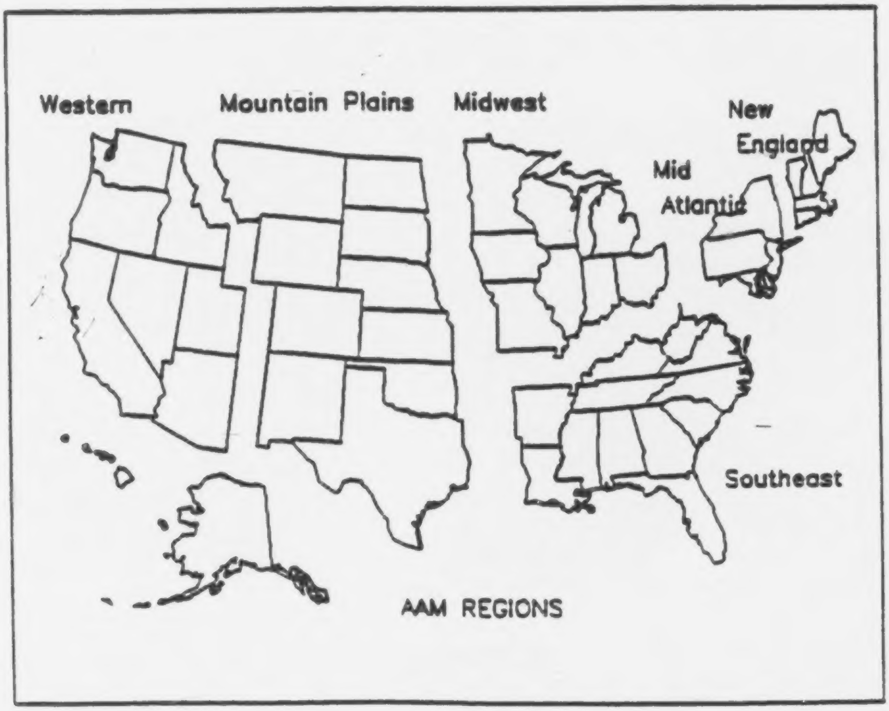
- Delaware
- District of Columbia
- Maryland
- New Jersey
- New York
- Pennsylvania

Western

- Alaska
- Arizona
- California
- Hawaii
- Idaho
- Nevada
- Oregon
- Utah
- Washington

Midwest

- Iowa
- Illinois
- Indiana
- Michigan
- Minnesota
- Missouri
- Ohio
- Wisconsin


Western
Mountain Plains
Midwest
New England
Mid Atlantic
Southeast
AAM REGIONS

Association of
Art Museum Directors

Annual Surveys 1992

Name of Institution ______________________________

Address ______________________________

____
City State Zip

Name of Director ______________________________

Telephone ______________

Names of persons responsible for completing the surveys

Salary Survey ______________________________

Statistics Survey ______________________________

I have reviewed the attached responses

____
(Director's Signature)

Please return the completed surveys by **February 14, 1992** to:

Association of Art Museum Directors
41 East 65th Street
New York, New York 10021

Association of Art Museum Directors
1992 Salary Survey

1. In which AAM district is your museum located? (Please circle one answer.)
   1 New England
   2 Mid Atlantic
   3 Midwest
   4 Mountain Plains
   5 Southeast
   6 Western

2. What was the date of founding? ____________________

3. What type of governance do you have? (Please circle as many as necessary.)
   1 Private, non-profit
   2 Government
   3 University
   4 Other (explain) _______________

4. When does your fiscal year begin? ______________________

5. What is your annual operating budget? (Please use FY 1992 figures.)
   1 Under $400,000
   2 $400,000-1,000,000
   3 $1,000,000-2,500,000
   4 $2,500,000-5,000,000
   5 $5,000,000-7,500,000
   6 Over $7,500,000

6. How many employees do you have?
   ______ Full-time ______ Part-time (include contract employees) Equals ____ FTE

7. What percentage of the operating budget is payroll (FY 1992 base salaries)? ______%

8. Number of hours in work week for exempt (i.e., professional, supervisory) employees? (Please circle one number.)
   1 35 hours
   2 37-1/2 hours
   3 40 hours
   4 Other _________

9. What benefits are offered and how are they paid? (Please circle one number for each benefit.)

	Not offered	Museum Paid	Employee Paid	Split Payment
Medical insurance (include HMO, major medical, etc.)	1	2	3	4
Disability insurance	1	2	3	4
Dental insurance	1	2	3	4
Pension	1	2	3	4
Tax-deferred annuity	1	2	3	4
Life insurance	1	2	3	4
Paid vacation	1	2	3	4
Expense account	1	2	3	4
Car allowance	1	2	3	4
Sabbatical (length _____)				
Other ______________				

10. How much vacation time (exempt employees only) is offered after what length of employment? (Please circle as many as necessary.)

Years employed	1 week	2 weeks	3 weeks	4 weeks
Less than 1 year	1	2	3	4
1-2 years	1	2	3	4
3-5 years	1	2	3	4
6-10 years	1	2	3	4
Over 10 years	1	2	3	4

11. Are salary ranges established for each position in the museum? (Please circle one number.)
    1 Yes
    2 No

12. What was the average salary increase granted in each of the last six (6) fiscal years?

1986 ______%   1988 ______%   1990 ______%
1987 ______%   1989 ______%   1991 ______%

13. On what basis are salary increases made? (Please circle as many as necessary.)

1 Merit (formal job evaluation system)
2 Merit (no formal job evaluation system)
3 Cost of living
4 Annual step increases
5 Union negotiations
6 Other (explain) ____________

14. We would like to know how many full-time-equivalent persons are employed by your museum in each of the following positions. Please use the attached position descriptions for the title which most closely fits your museum's position. If you have no employees in a position, enter "0". All salaries should be full-time-equivalent salaries. If you have only one person in a position, please put that salary in the second column and leave the third column blank.

			Actual FY 1992 Salaries	
	Position Title	Number of Employees (FTE) in Each Position	Highest/Only FY 1992 Salary (FTE)	Lowest FY 1992 Salary (FTE)
1	Director			
2	Administrator			
3	Development officer			
4	Marketing director			
5	Membership secretary			
6	Public relations officer			
7	Museum store manager			
8	Volunteer Coordinator			
9	Curator A			
10	Curator B			
11	Curator C			
12	Curator D			
13	Curator E			
14	Curatorial assistant			
15	Photographer			
16	Educator A			
17	Educator B			
18	Educator C			
19	Educational assistant			
20	Registrar A			
21	Registrar B			
22	Registrar C			
23	Librarian A			
24	Librarian B			
25	Librarian C			
26	Conservator A			
27	Conservator B			
28	Conservator C			
29	Conservator D			
30	Conservation assistant			
31	Conservation scientist			
32	Preparator A			
33	Preparator B			
34	Editor			
35	Head designer			
36	Building superintendent			
37	Chief of security			

Please do not write in this space

AAMD Code #
MSA Code

Please return questionnaire to:

Association of Art Museum Directors
41 East 65th Street
New York, New York 10021

Position Descriptions

ADMINISTRATIVE POSITIONS

1. DIRECTOR -- Provides conceptual leadership through specialized knowledge of the discipline of the museum; responsible for policy making and funding (with the governing board), planning, organizing, staffing and directing activities through the staff; responsible for professional practices such as acquisitions, de-accessioning, preservation, research interpretation and presentation; may be responsible for financial management.

2. ADMINISTRATOR (a.k.a. ASSISTANT DIRECTOR/ADMINISTRATOR, DIRECTOR OF ADMINISTRATION, etc.) -- General responsibility for operations of the museum, usually including finance, personnel, operation and maintenance of physical plant, including all service contracts, and security and safety; supervision of several administrative professionals. Reports to Director.

3. DEVELOPMENT OFFICER (a.k.a. DIRECTOR OF DEVELOPMENT) -- Responsibility for development of museum financial support, including membership, grants, donor relations, capital programs and the planning and supervision of special fund-raising events. Reports to Director.

4. MARKETING DIRECTOR -- General responsibility for coordinating museum advertising programs, revenue producing sale of products and the creative services for museum printed and promotional materials, other than scholarly publications. Often acts as a consultant to other museum departments and volunteer groups to promote a specific event, product or service. May report to Director, Administrator or Development Officer.

5. MEMBERSHIP SECRETARY -- Oversees maintenance of annual membership drives and programs for members; may involve supervision of subordinate staff and/or volunteers. Reports to Development Officer.

6. PUBLIC RELATIONS OFFICER (a.k.a. PUBLICITY, MEDIA RELATIONS, etc.) -- Primary responsibility for an administrative program; liaison with news media and specific interest groups concerning museum exhibitions special programs, etc.; possible supervision of one or more subordinates. Reports to Director.

7. MUSEUM STORE MANAGER -- Responsible for entire operation of museum sales operation. May involve supervision of subordinate staff and/or volunteers. Reports to Administrator.

8. VOLUNTEER COORDINATOR -- Responsible for coordination and guidance of one or more volunteer organizations. Functions as prime liaison between staff and volunteers. May report to Administrator or Director of Development.

CURATORIAL POSITIONS

9. CURATOR A/CHIEF CURATOR (a.k.a. DIRECTOR OF CURATORIAL AFFAIRS, CURATOR OF COLLECTIONS) -- General administrative responsibilities for curatorial affairs, plus some museum administrative responsibilities; considerable public and donor contact; supervision of several curatorial departments or staff. Reports to Director. (note: In some institutions the Director may retain the role of Chief Curator, therefore, obviating the separate position described.)

10. CURATOR B/CURATOR (a.k.a. SENIOR CURATOR, CURATOR OF [SPECIAL COLLECTIONS AREA]) -- Responsibility for important sub-collections; general administrative duties relating to area of responsibility; primary responsibility for exhibitions, research and publications, acquisitions, and donor contacts related to a sub-collection; supervision of one or several curatorial subordinates. Reports to Chief Curator or (if none) to Director.

11. CURATOR C/CURATOR OF EXHIBITIONS -- Primary responsibility for scheduling an installing temporary exhibits; maintains exhibition calendar for public and staff use; conceives, coordinates and executes special program related to exhibition schedules. Reports to Chief Curator or Director.

12. CURATOR D/ASSOCIATE CURATOR -- Performs same functions as Curator in association with and under supervision of the Curator. Reports to Curator (or Chief Curator).

13. CURATOR E/ASSISTANT CURATOR -- Assists Curator and Associate Curator under their supervision. Usually no supervision of other curatorial staff. Reports to Curator (or Chief Curator).

14. CURATORIAL ASSISTANT -- Assistance to curatorial staff in routine duties, under their supervision. Possibly in training to become curatorial professional (curatorial intern).

EDUCATIONAL POSITIONS

16. EDUCATOR A (a.k.a. DIRECTOR OF EDUCATION, CURATOR OF EDUCATION) -- Supervision of several educational departments or programs; responsibility for general educational program development; some museum administrative duties; considerable public contact; supervision of several education professionals and/or volunteers. Reports to Director.

17. EDUCATOR B/ASSOCIATE EDUCATOR -- Responsibility for specific interpretative program, one of which may or may not involve the design of the educational exhibitions from outside the collection for special audiences; budget management related to program area; preparation of written material and packaging of other educational materials for program; supervision of staff and volunteers relating to program area. Reports to Director of Education.

18. EDUCATOR C/ASSISTANT EDUCATOR -- Assists in developing and implementing a major interpretive or studio program; administrative duties within program as directed and supervised by Educator or Associate Educator.

19. EDUCATIONAL ASSISTANT -- Assistance to Educators in routine duties relating to implementation of ongoing programs and activities; possibly in training to become educational professional.

REGISTRATION POSITIONS

20. REGISTRAR A -- Responsible for organization and maintenance of orderly forms, legal documents, files and retrieval system associated with acquisitions, accessions, de-accessions, cataloguing, loans, packing, shipping, customs, inventory, insurance, and storage; oversees shipping arrangements; may involve supervision of subordinate registration staff. Reports to Director or to Chief Curator.

21. REGISTRAR B/ASSOCIATE REGISTRAR -- Assists Registrar in performance of routine duties.

22. REGISTRAR C/ASSISTANT REGISTRAR -- Assists the Registrar in performance of routine duties; may provide clerical assistance to the department.

LIBRARIAN POSITIONS

23. LIBRARIAN A/HEAD LIBRARIAN -- Formulates and carries out library practices, policies and procedures; assigns, supervises and reviews work of library personnel; oversees acquisition of library materials; maintains catalogue and inventory of publications, reference materials and periodicals; responds to public inquiries and provides reference and research materials as requested by museum staff. Reports to Director.

24. LIBRARIAN B/ASSOCIATE LIBRARIAN -- Cataloguing and classification of library materials; assists Head Librarian in the administration and maintenance of library and in training library staff.

25. LIBRARIAN C/ASSISTANT LIBRARIAN -- Assists Head Librarian and Associate Librarian with specific sub-program in library operations.

26. CONSERVATOR A/CHIEF CONSERVATOR --General supervision of conservation department, including administration of the budget and department personnel; initiates and supervises treatments carried out in conservation and scientific laboratories; performs conservation treatments on special projects. Reports to Director.

27. CONSERVATOR B/SENIOR CONSERVATOR --Responsibility for conservation and restoration of a major collection, examination of that collection, and exhibits in area of specialization; preparation of conservation reports; supervision of professional assistant(s). Reports to Chief Conservator.

28. CONSERVATOR C/ASSOCIATE CONSERVATOR -- Assist Conservator in the conservation, restoration and documentation of works of art in the collection, helps train assistant in conservation department.

29. CONSERVATOR D/ASSISTANT CONSERVATOR -- Assists in the conservation, restoration and documentation of works of art, under supervision; responsible for routine examinations and inspections of art objects in the collection and on loan.

30. CONSERVATION ASSISTANT -- Treats and examines works of art under the supervision of Conservator; executes the necessary clerical work required by conservators.

31. CONSERVATION SCIENTIST -- Performs chemical, physical and optional analyses to determine physical composition of art objects; provides physical evidence to support authenticity of objects; assists Conservator in the selection of optimum treatment methods. Reports to Chief Conservator.

PREPARATOR POSITIONS

32. PREPARATOR A/CHIEF PREPARATOR (a.k.a. EXHIBITION DESIGNER) -- Supervises installation of art objects; plans and directs the fabrication, installation, and disassembly of both temporary and permanent museum exhibits; administers budget, personnel and operations of preparation department. Reports to Chief Curator or Director.

33. PREPARATOR B/ASSOCIATE PREPARATOR -- Assists Chief Preparator in administration of the department and implementation of preparation programs.

EDITORIAL POSITIONS

34. EDITOR/HEAD OF PUBLICATIONS -- Administers the operations of publications department, with responsibility for all facets of its programs including management, editorial and production functions. Reports to Director.

35. HEAD DESIGNER (a.k.a. GRAPHIC DESIGNER) -- Responsible for design of all museum publications and graphics; possible supervision of all subordinate staff. Reports to Head of Publications.

FACILITIES AND SECURITY

36. BUILDING SUPERINTENDENT -- Responsible for operation of all facilities including maintenance and janitorial services. Reports to Director or Administrator.

37. CHIEF OF SECURITY -- Supervises all guard forces. May report to Building Superintendent or Administrator.

Characteristics of Responding Museums

Distribution of Museums by American Association of Musems Regions

AAM Region	% of Responding Museums
New England	12.2%
Mid Atlantic	24.3%
Midwest	17.7%
Mountain Plains	10.5%
Southeast	17.7%
Western	13.8%
Canada	3.9%

Percentages based on responses from 181 museums

Distribution of Museums by Metropolitan Area Population

MSA Population	% of Responding Museums
Under 100,000	11.5%
100,001 to 500,000	11.5%
500,001 to 999,999	15.9%
1,000,000 to 2,499,999	14.3%
2,500,000 to 4,999,999	24.2%
5,000,000 and Over	22.5%

Percentages based on responses from 182 museums

Distribution of Museums by Museum Founding Date

Year Founded	% of Responding Museums
1875 and Before	8.0%
1876 to 1900	15.3%
1901 to 1925	18.8%
1926 to 1950	29.0%
1951 to 1975	24.4%
After 1975	4.5%

Percentages based on responses from 176 museums

Characteristics of Responding Museums

Distribution of Museums by Musem Governance Patterns

Governance	% of Responding Museums
Private	74.2%
Government	18.1%
University	20.9%
Other	3.3%

Percentages based on responses from 182 museums

Distribution of Museums by Full Time Employees

Full Time Employees	% of Responding Museums
10 or Fewer	10.4%
11 to 20	20.9%
21 to 50	33.5%
51 to 100	17.0%
More than 100	18.1%

Lowest	4 employees
25th Percentile	18 employees
Median	34.5 employees
75th Percentile	74.25 employees
Highest	2771 employees
Mean	94.84 employees

Statistics based on responses from 182 museums

Distribution of Museums by Part Time Employees

Part Time Employees	% of Responding Museums
5 or Fewer	17.2%
6 to 10	13.9%
11 to 20	24.4%
21 to 50	16.7%
More than 50	27.8%

Lowest	0 employees
25th Percentile	7.25 employees
Median	18 employees
75th Percentile	36 employees
Highest	1240 employees
Mean	45.49employees

Statistics based on responses from 180 museums

Fiscal Characteristics of Responding Museums

Distribution of Museums by Annual Operating Budget

Budget	% of Responding Museums
Under $1,000,000	13.6%
$1,000,000 to $2,500,000	39.5%
$2,500,000 to $5,000,000	19.8%
$5,000,000 to $7,500,000	7.3%
Over $7,500,000	19.8%

Percentages based on responses from 177 museums

Distribution Payroll as a Percentage of Total Budget

Percent of Budget	% of Responding Museums
40% or less	25.4%
41% to 50%	37.9%
51% to 60%	21.9%
61% to 70%	5.9%
More than 70%	8.9%

Statistics based on responses from 169 museums

Distribution of Museums by Beginning of Fiscal Year

Starting Month	% of Responding Museums
January	17.2%
April	3.3%
May	1.1%
June	1.1%
July	58.3%
August	1.1
September	5.6%
October	12.2%

Statistics based on responses from 180 museums

Employee Benefits in Responding Museums

Distribution of Museums by Benefits Offered and Payment

Employee Benefit	Offered Museum Paid	Offered Employee Paid	Offered Split Payment	Not Offered
Medical Insurance	47.8%	1.1%	50.5%	.5%
Disability Insurance	54.9%	15.4%	9.3%	20.3%
Dental Insurance	39.6%	10.4%	29.1%	20.9%
Pension	39.0%	3.3%	35.7%	22.0%
Tax Deferred Annuity	4.9%	55.5%	18.1%	21.4%
Life Insurance	69.2%	6.6%	18.7%	5.5%
Paid Vacation	98.9%	0.0%	0.0%	1.1%
Expense Account	41.8%	0.0%	.5%	57.7%
Car Allowance	22.5%	0.0%	1.1%	76.4%
Sabbatical	20.9%	.5%	0.0%	78.6%
Other Benefits	19.8%	1.1%	2.2%	76.9%

Percentages based on responses from 180 museums

Distribution of Vacation Time Offered Based on Length of Employment

Length of Employment	Not Offered	One Week	Two Week	Three Week	Four Week	# of Museums
Less than one year	29.7	27.9	22.1	7.0	13.4	172
One to Two Years	1.7	.6	55.2	13.4	29.1	172
Three to Five Years	1.2	0.0	32.5	29.5	36.7	166
Six to Ten Years	1.2	0.0	8.2	34.7	55.9	170
Over Ten Years	1.2	0.0	2.9	13.9	82.1	173

Some museums offered different lemgth vacations by employee category.

A 35 hour work week for exempt employees is the most common among the responding museums (42.9%). Another 34.6% have a 40 hour work week and 17.0% have a 37.5 hour week. Only 5.5% of the responding museums indicated another exempt work period.

71.3 percent of the responding museums reported having established salary ranges for each position in the museum.

Average Percentage Salary Increases: 1986 to 1991

Year	Highest	75th Percentile	Median	25th Percentile	Lowest	Mean	# of Museums
1991	16%	5%	4%	2.38%	-2%	3.78%	178
1990	15%	5.25%	5%	4%	0%	4.77%	169
1989	28%	6%	5%	4%	0%	5.06%	167
1988	16%	6%	5%	4%	-9.3%	4.85%	157
1987	10%	6%	5%	4%	0%	4.88%	149
1986	20%	6%	5%	4%	0%	5.18%	145

Distribution of Museums by Bases Used for Salary Increases

Basis for Increase	% of Responding Museums
Merit (Formal Job Evaluation)	65.9%
Merit (No Formal Job Evaluation)	25.4%
Cost of Living	55.5%
Annual Step Increase	28.3%
Union Negotiations	19.7%
Other Basis	13.3%

Percentages based on responses from 173 museums

Director

Provides conceptual leadership through specialized knowledge of the discipline of the museum; responsible for policy making and funding (with the governing board), planning, organizing, staffing and directing activities through the staff; responsible for professional practices such as acquisitions, de-accessioning, preservation, research interpretation and presentation; may be responsible for financial management.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$215,344	$110,000	$86,000	$65,500	$45,000	$94,390	175

American Association of Museums Region

New England	$162,240	$90,418	$76,500	$62,000	$45,000	$78,719	22
Mid Atlantic	$174,195	$129,780	$93,440	$79,200	$51,870	$102,480	41
Midwest	$213,340	$120,000	$92,895	$63,203	$45,000	$98,335	30
Mountain Plains	$175,000	$133,000	$91,401	$68,200	$51,372	$101,227	17
Southeast	$170,000	$91,795	$73,000	$60,600	$48,654	$79,589	31
Western	$215,344	$116,800	$96,655	$71,724	$54,420	$103,499	25
Canada	$134,550	$112,100	$109,509	$86,000	$70,000	$102,730	7

Operating Budget

$400,000 to 1,000,000	$110,000	$69,790	$64,243	$52,875	$45,000	$64,924	20
$1,000,000 to 2,500,000	$150,000	$84,167	$71,500	$63,203	$45,000	$75,413	69
$2,500,000 to 5,000,000	$153,200	$105,700	$93,750	$84,000	$51,372	$95,980	34
$5,000,000 to 7,500,000	$170,000	$130,000	$117,249	$96,655	$90,000	$120,607	13
Over $7,500,000	$215,344	$162,500	$140,000	$116,800	$90,000	$145,553	31

Metropolitan Area Population

Under 100,000	$130,000	$85,282	$75,500	$60,600	$45,000	$78,545	21
100,000-249,999	$79,364	$63,950	$58,405	$54,420	$45,000	$59,924	6
250,000-499,999	$110,000	$94,442	$70,000	$55,000	$45,000	$74,100	15
500,000-999,999	$135,045	$95,227	$72,500	$62,500	$51,372	$81,938	28
1,000,000-1,999,999	$140,000	$105,000	$90,418	$77,500	$55,000	$91,149	25
2,000,000-4,999,999	$175,000	$144,762	$100,300	$70,000	$48,654	$106,916	38
5,000,000 and Over	$215,344	$140,000	$99,900	$80,000	$60,000	$113,828	41

Administrator

General responsibility for operations of the museum, usually including finance, personnel, operation and maintenance of physical plant, including all service contracts, and security and safety; supervision of several administrative professionals. Reports to Director.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$196,460	$72,480	$54,088	$37,750	$19,000	$58,874	152

American Association of Museums Region

New England	$140,400	$65,000	$44,366	$37,230	$27,500	$54,120	14
Mid Atlantic	$125,000	$82,150	$60,000	$47,500	$23,000	$65,567	39
Midwest	$196,460	$77,025	$54,612	$34,214	$19,000	$62,594	28
Mountain Plains	$94,000	$65,000	$44,890	$35,700	$21,000	$50,897	18
Southeast	$70,000	$48,000	$36,800	$30,106	$24,500	$39,705	25
Western	$150,000	$79,000	$65,000	$52,425	$33,725	$69,113	21
Canada	$97,808	$95,000	$84,891	$56,700	$44,000	$77,215	6

Operating Budget

$400,000 to 1,000,000	$40,400	$34,728	$30,555	$26,620	$19,000	$30,363	15
$1,000,000 to 2,500,000	$65,000	$44,000	$40,000	$32,680	$23,000	$40,682	54
$2,500,000 to 5,000,000	$102,558	$66,932	$55,650	$50,000	$32,000	$60,089	33
$5,000,000 to 7,500,000	$82,150	$70,000	$67,000	$56,913	$52,00	$66,260	11
Over $7,500,000	$196,460	$105,000	$88,291	$77,682	$60,200	$95,980	34

Metropolitan Area Population

Under 100,000	$65,000	$42,000	$40,200	$28,620	$23,000	$39,359	14
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	$70,875	$56,095	$41,890	$33,855	$24,500	$45,627	10
500,000-999,999	$81,600	$53,000	$40,000	$32,962	$27,750	$45,849	23
1,000,000-1,999,999	$102,558	$62,000	$56,700	$45,000	$25,000	$57,272	25
2,000,000-4,999,999	$140,400	$87,350	$65,000	$36,900	$19,000	$65,598	40
5,000,000 and Over	$196,460	$85,955	$72,500	$53,130	$28,000	$75,949	35

Development Officer

Responsibility for development of museum financial support, including membership, grants, donor relations, capital programs and the planning and supervision of special fund-raising events. Reports to Director.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$154,000	$70,000	$50,000	$38,111	$17,500	$55,368	131

American Association of Museums Region

New England	$100,000	$59,299	$39,000	$30,000	$21,794	$47,492	15
Mid Atlantic	$115,500	$74,336	$52,500	$41,290	$28,000	$59,444	33
Midwest	$154,000	$81,500	$56,250	$38,190	$17,500	$60,846	24
Mountain Plains	$76,800	$60,000	$43,968	$32,316	$26,000	$47,252	14
Southeast	$85,000	$55,400	$42,200	$36,750	$22,253	$46,846	20
Western	$100,719	$74,500	$56,750	$42,500	$34,000	$60,223	20
Canada	na	na	na	na	na	na	na

Operating Budget

$400,000 to 1,000,000	$39,940	$32,000	$29,000	$21,794	$17,500	$28,302	10
$1,000,000 to 2,500,000	$71,358	$48,000	$40,560	$35,350	$22,253	$42,718	47
$2,500,000 to 5,000,000	$84,000	$60,000	$50,800	$40,000	$26,000	$50,914	25
$5,000,000 to 7,500,000	$85,000	$67,200	$55,000	$51,000	$41,290	$58,900	13
Over $7,500,000	$154,000	$94,530	$82,500	$70,000	$30,500	$83,838	31

Metropolitan Area Population

Under 100,000	$68,000	$48,000	$30,000	$29,500	$24,000	$37,944	9
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	$61,125	$50,800	$40,000	$21,794	$17,500	$40,191	11
500,000-999,999	$79,000	$50,500	$41,437	$32,158	$26,000	$43,396	20
1,000,000-1,999,999	$76,800	$67,000	$52,000	$45,156	$38,047	$55,471	21
2,000,000-4,999,999	$104,000	$82,000	$60,000	$39,940	$28,000	$60,656	33
5,000,000 and Over	$154,000	$85,680	$68,500	$41,290	$29,277	$68,946	33

Marketing Director

General responsibility for coordinating museum advertising programs, revenue producing sale of products and the creative services for museum printed and promotional materials, other than scholarly publications. Often acts as a consultant to other museum departments and volunteer groups to promote a specific event, product or service.

Summary

	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$101,981	$55,700	$43,188	$32,760	$19,392	$46,738	46

American Association of Museums Region

New England	$63,960	$42,000	$39,753	$30,000	$29,469	$41,036	5
Mid Atlantic	$101,981	$61,509	$48,016	$36,478	$30,900	$53,111	8
Midwest	$71,000	$58,000	$52,500	$47,900	$29,200	$52,593	9
Mountain Plains	na	na	na	na	na	na	na
Southeast	$47,400	$40,416	$33,595	$25,000	$19,392	$33,102	8
Western	$54,570	$48,000	$39,453	$36,200	$27,432	$40,852	6
Canada	$88,121	$82,500	$81,600	$60,707	$42,875	$71,161	5

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	$42,500	$37,332	$32,880	$24,000	$19,392	$31,739	10
$2,500,000 to 5,000,000	$47,400	$37,600	$32,545	$30,135	$29,200	$34,645	8
$5,000,000 to 7,500,000	$54,570	$50,040	$47,250	$40,195	$30,000	$44,690	7
Over $7,500,000	$101,981	$71,000	$59,737	$49,000	$43,500	$63,521	18

Metropolitan Area Population

Under 100,000	na	na	na	na	na	na	na
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	$81,600	$43,500	$40,103	$33,000	$30,800	$44,851	6
1,000,000-1,999,999	$88,121	$47,900	$36,407	$30,000	$19,392	$40,412	13
2,000,000-4,999,999	$82,500	$59,737	$50,750	$43,500	$27,432	$51,988	16
5,000,000 and Over	$101,981	$70,000	$56,127	$47,250	$32,760	$60,707	6

Membership Secretary

Oversees maintenance of annual membership drives and programs for members; may involve supervision of subordinate staff and/or volunteers. Reports to Development Officer.

Summary

	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$76,794	$30,250	$24,990	$19,900	$10,500	$26,981	141

AmericanAssociation of Museum Region

New England	$76,794	$34,201	$27,750	$24,100	$14,000	$30,719	16
Mid Atlantic	$71,800	$38,259	$26,096	$21,840	$16,000	$31,588	30
Midwest	$47,500	$29,500	$25,000	$22,300	$14,830	$26,438	25
Mountain Plains	$39,400	$26,650	$23,093	$18,250	$14,500	$23,657	15
Southeast	$34,952	$24,803	$20,000	$17,000	$13,500	$21,332	28
Western	$54,000	$30,180	$23,099	$20,668	$14,000	$26,120	20
Canada	$64,582	$42,035	$32,554	$32,000	$28,000	$39,834	5

Operating Budget

$400,000 to 1,000,000	$32,000	$22,770	$19,010	$17,730	$14,830	$20,536	13
$1,000,000 to 2,500,000	$71,800	$25,192	$21,920	$18,000	$10,500	$22,661	62
$2,500,000 to 5,000,000	$37,700	$29,783	$25,000	$22,000	$14,000	$25,760	25
$5,000,000 to 7,500,000	$46,930	$33,403	$31,392	$25,122	$14,500	$30,572	11
Over $7,500,000	$76,794	$43,218	$35,857	$29,500	$18,425	$39,360	26

Metropolitan Area Population

Under 100,000	$41,600	$27,500	$23,428	$17,900	$14,000	$23,997	15
100,000-249,999	$25,000	$24,165	$17,000	$16,700	$10,500	$18,673	5
250,000-499,999	$25,612	$24,500	$20,550	$17,755	$14,830	$20,903	12
500,000-999,999	$35,212	$27,170	$23,098	$18,395	$13,650	$23,347	24
1,000,000-1,999,999	$39,400	$29,196	$23,946	$19,621	$16,500	$25,196	20
2,000,000-4,999,999	$76,794	$32,275	$26,500	$22,855	$13,500	$29,532	32
5,000,000 and Over	$71,800	$40,118	$31,088	$21,920	$16,380	$33,465	32

Public Relations Officer

Primary responsibility for an administrative program; liaison with news media and specific interest groups concerning museum exhibitions special programs, etc.; possible supervision of one or more subordinates. Reports to Director.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$82,000	$42,900	$31,762	$25,055	$16,500	$35,126	124

AmericanAssociation of Museum Region

New England	$41,200	$32,152	$29,954	$23,254	$21,000	$28,909	15
Mid Atlantic	$82,000	$48,185	$39,444	$29,100	$20,000	$40,630	36
Midwest	$60,600	$42,000	$31,785	$26,350	$20,500	$35,187	16
Mountain Plains	$57,000	$34,800	$31,930	$22,928	$20,000	$31,774	11
Southeast	$56,300	$31,300	$25,980	$20,000	$16,500	$27,488	22
Western	$60,622	$45,000	$32,675	$28,100	$19,760	$37,506	18
Canada	$61,800	$52,610	$47,478	$46,094	$28,000	$47,196	5

Operating Budget

$400,000 to 1,000,000	$25,000	$23,480	$22,500	$20,000	$19,166	$22,029	5
$1,000,000 to 2,500,000	$45,000	$29,700	$25,752	$22,000	$16,500	$26,275	49
$2,500,000 to 5,000,000	$57,000	$41,451	$34,800	$28,500	$22,714	$35,510	27
$5,000,000 to 7,500,000	$56,300	$41,769	$33,326	$31,571	$25,122	$37,274	10
Over $7,500,000	$82,000	$56,813	$48,500	$42,500	$30,500	$50,874	28

Metropolitan Area Population

Under 100,000	$39,000	$34,500	$28,570	$22,000	$20,216	$28,973	10
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	$43,220	$24,240	$23,091	$20,000	$19,000	$24,610	8
500,000-999,999	$52,610	$31,653	$27,785	$23,000	$16,500	$29,055	18
1,000,000-1,999,999	$47,478	$33,325	$30,700	$25,625	$19,760	$31,054	20
2,000,000-4,999,999	$82,000	$47,297	$38,800	$27,000	$20,500	$38,524	32
5,000,000 and Over	$76,139	$50,000	$43,000	$32,300	$20,000	$43,093	33

Museum Store Manager

Responsible for entire operation of museum sales operation. May involve supervision of subordinate staff and/or volunteers. Reports to Administrator.

Summary

	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$82,959	$36,000	$27,000	$20,720	$9,360	$30,460	138

AmericanAssociation of Museum Region

New England	$79,023	$32,549	$25,600	$22,010	$17,000	$29,369	15
Mid Atlantic	$82,959	$36,764	$28,914	$24,650	$12,100	$33,040	32
Midwest	$70,000	$34,572	$26,081	$19,526	$11,000	$29,770	25
Mountain Plains	$45,550	$31,365	$27,000	$20,000	$12,500	$26,764	15
Southeast	$34,300	$27,000	$19,204	$16,500	$9,360	$21,002	23
Western	$82,200	$38,470	$32,500	$28,596	$20,720	$36,083	21
Canada	$64,582	$58,000	$48,065	$42,271	$37,200	$49,697	6

Operating Budget

$400,000 to 1,000,000	$28,596	$22,010	$20,000	$18,000	$15,000	$20,641	9
$1,000,000 to 2,500,000	$37,500	$27,000	$21,000	$17,100	$9,360	$22,202	51
$2,500,000 to 5,000,000	$40,900	$33,000	$29,000	$24,194	$11,100	$28,372	31
$5,000,000 to 7,500,000	$45,550	$36,176	$32,549	$26,081	$20,448	$32,275	11
Over $7,500,000	$82,959	$62,093	$42,800	$36,036	$24,000	$48,922	31

Metropolitan Area Population

Under 100,000	$45,550	$25,600	$20,236	$18,209	$16,203	$23,993	14
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	$29,000	$23,332	$18,846	$15,750	$9,360	$19,222	12
500,000-999,999	$46,130	$30,000	$25,000	$18,000	$10,800	$25,229	21
1,000,000-1,999,999	$50,000	$30,000	$26,350	$20,720	$12,600	$26,739	22
2,000,000-4,999,999	$79,023	$42,230	$31,365	$27,000	$16,000	$35,692	33
5,000,000 and Over	$82,959	$41,580	$34,000	$27,000	$20,600	$38,884	33

Volunteer Coordinator

Responsible for coordination and guidance of one or more volunteer organizations. Functions as prime liaison between staff and volunteers. May report to Administrator or Director of Development.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$82,500	$29,600	$25,000	$20,230	$12,000	$26,173	59

AmericanAssociation of Museum Region

New England	$30,410	$26,000	$22,599	$18,564	$17,186	$22,893	6
Mid Atlantic	$37,700	$34,320	$25,960	$20,046	$12,000	$26,634	10
Midwest	$36,800	$28,000	$25,753	$22,940	$15,500	$26,185	13
Mountain Plains	na	na	na	na	na	na	na
Southeast	$29,600	$24,850	$20,115	$16,725	$12,000	$21,055	12
Western	$36,775	$35,253	$25,480	$22,050	$18,000	$27,247	11
Canada	na	na	na	na	na	na	na

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	$30,410	$24,700	$22,000	$18,000	$12,000	$20,981	17
$2,500,000 to 5,000,000	$37,700	$34,452	$26,798	$20,230	$15,984	$27,034	15
$5,000,000 to 7,500,000	$33,522	$28,300	$25,347	$22,764	$17,543	$25,486	8
Over $7,500,000	$82,500	$35,127	$28,677	$25,377	$15,500	$32,206	16

Metropolitan Area Population

Under 100,000	na	na	na	na	na	na	na
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	$36,283	$30,526	$27,050	$17,543	$12,000	$25,337	10
1,000,000-1,999,999	$36,600	$27,000	$24,700	$21,340	$12,000	$24,323	15
2,000,000-4,999,999	$82,500	$28,255	$25,000	$21,671	$15,500	$28,315	17
5,000,000 and Over	$36,800	$36,014	$30,691	$22,523	$18,900	$29,270	8

Curator A / Chief Curator

General administrative responsibilities for curatorial affairs, plus some museum administrative responsibilities; considerable public and donor contact; supervision of several curatorial departments or staff. Reports to Director.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$124,200	$64,890	$46,000	$35,875	$16,000	$52,540	125

AmericanAssociation of Museum Region

New England	$65,000	$45,764	$42,500	$36,700	$30,000	$43,569	11
Mid Atlantic	$110,000	$82,300	$55,739	$39,000	$25,400	$59,256	34
Midwest	$103,000	$61,000	$42,983	$31,196	$16,000	$50,173	22
Mountain Plains	$80,000	$55,000	$43,017	$31,024	$24,747	$45,951	14
Southeast	$70,040	$47,711	$38,000	$29,000	$18,000	$38,722	23
Western	$124,200	$72,864	$59,650	$51,000	$35,796	$65,818	14
Canada	$98,325	$90,500	$89,076	$51,430	$50,000	$78,068	6

Operating Budget

$400,000 to 1,000,000	$51,500	$33,885	$31,248	$29,000	$16,000	$32,690	14
$1,000,000 to 2,500,000	$87,500	$45,000	$38,164	$32,000	$18,000	$40,008	46
$2,500,000 to 5,000,000	$103,000	$68,000	$55,220	$44,283	$30,100	$56,689	26
$5,000,000 to 7,500,000	$72,864	$55,007	$51,914	$48,150	$45,000	$53,501	8
Over $7,500,000	$124,200	$95,800	$86,100	$69,976	$51,918	$84,516	23

Metropolitan Area Population

Under 100,000	$87,500	$47,607	$42,150	$33,885	$27,540	$45,236	14
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	$62,250	$41,850	$31,750	$30,100	$16000	$36,737	10
500,000-999,999	$90,500	$54,049	$45,900	$36,414	$24,747	$46,058	23
1,000,000-1,999,999	$88,151	$60,000	$48,000	$38,412	$31,024	$51,180	13
2,000,000-4,999,999	$110,000	$82,800	$55,739	$38,000	$18,000	$58,961	34
5,000,000 and Over	$124,200	$78,000	$60,000	$41,777	$27,400	$63,700	26

Curator B / Curator

Responsibility for important sub-collections; general administrative duties relating to area of responsibility; primary responsibility for exhibitions, research and publications, acquisitions, and donor contacts related to a sub-collection; supervision of one or several curatorial subordinates. Reports to Chief Curator or (if none) to Director.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$129,000	$56,135	$41,399	$32,740	$11,324	$46,209	134

AmericanAssociation of Museum Region

New England	$69,300	$44,937	$37,379	$32,148	$28,719	$40,871	14
Mid Atlantic	$85,650	$63,448	$48,379	$36,950	$19,730	$49,584	36
Midwest	$93,500	$55,015	$40,600	$33,016	$21,500	$45,160	23
Mountain Plains	$95,945	$68,987	$41,000	$35,714	$22,050	$51,036	12
Southeast	$64,900	$42,640	$32,236	$29,640	$22,500	$36,068	19
Western	$129,000	$50,472	$41,920	$34,728	$22,000	$48,049	22
Canada	$94,456	$70,300	$52,800	$38,473	$11,324	$57,333	7

Operating Budget

$400,000 to 1,000,000	$45,388	$34,684	$32,274	$27,642	$22,050	$32,080	8
$1,000,000 to 2,500,000	$76,630	$40,000	$33,207	$30,000	$19,730	$35,299	41
$2,500,000 to 5,000,000	$64,233	$48,000	$39,500	$32,928	$24,000	$41,491	34
$5,000,000 to 7,500,000	$74,675	$56,895	$44,903	$41,631	$28,000	$50,539	10
Over $7,500,000	$129,000	$73,358	$62,664	$52,500	$11,324	$65,736	35

Metropolitan Area Population

Under 100,000	$76,630	$43,259	$39,500	$32,318	$26,477	$40,576	12
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	$47,870	$36,330	$32,281	$28,980	$24,000	$33,128	9
500,000-999,999	$64,900	$41,324	$37,419	$32,000	$19,730	$38,012	22
1,000,000-1,999,999	$60,100	$48,000	$42,488	$32,700	$11,324	$41,877	22
2,000,000-4,999,999	$95,945	$69,300	$58,067	$41,631	$21,500	$56,007	30
5,000,000 and Over	$129,000	$64,444	$48,758	$34,640	$23,500	$52,285	35

Curator C / Curator of Exhibitions

Primary responsibility for scheduling and installing temporary exhibits; maintains exhibition calendar for public and staff use; conceives, coordinates and executes special program related to exhibition schedules. Reports to Chief Curator or Director.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$82,425	$46,000	$37,500	$27,200	$16,000	$38,953	51

AmericanAssociation of Museum Region

New England	$52,000	$38,700	$29,000	$28,170	$22,668	$34,108	5
Mid Atlantic	$82,425	$50,880	$40,339	$27,387	$23,100	$41,351	16
Midwest	$46,000	$42,288	$38,000	$34,440	$26,400	$37,177	9
Mountain Plains	$65,000	$37,500	$36,750	$32,000	$24,708	$39,192	5
Southeast	$29,640	$27,200	$25,500	$24,488	$17,140	$24,911	6
Western	$80,000	$51,393	$43,125	$36,011	$16,000	$44,632	8
Canada	na	na	na	na	na	na	na

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	$40,250	$29,000	$25,500	$24,488	$16,000	$26,484	14
$2,500,000 to 5,000,000	$52,800	$49,173	$37,375	$29,487	$17,140	$37,778	12
$5,000,000 to 7,500,000	na	na	na	na	na	na	na
Over $7,500,000	$82,425	$54,100	$44,783	$37,750	$25,000	$47,643	20

Metropolitan Area Population

Under 100,000	$37,500	$29,000	$28,170	$27,800	$24,300	$29,694	5
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	$46,587	$35,595	$27,174	$22,884	$16,000	$29,237	8
1,000,000-1,999,999	$52,800	$46,000	$42,288	$30,000	$26,400	$39,498	5
2,000,000-4,999,999	$68,129	$52,000	$38,350	$27,200	$24,488	$41,566	18
5,000,000 and Over	$82,425	$51,760	$42,568	$37,500	$24,500	$46,245	13

Curator D / Associate Curator

Performs same functions as Curator in association with and under supervision of the Curator. Reports to Curator (or Chief Curator).

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$62,541	$43,550	$34,300	$26,000	$13,385	$34,666	65

AmericanAssociation of Museum Region

New England	$43,661	$34,335	$25,650	$22,000	$13,385	$28,549	6
Mid Atlantic	$62,541	$44,200	$40,000	$26,700	$21,000	$37,056	23
Midwest	$52,500	$40,000	$32,448	$27,080	$16,800	$33,061	12
Mountain Plains	$40,200	$37,000	$35,040	$26,000	$25,000	$32,648	5
Southeast	$39,750	$30,177	$27,242	$22,250	$20,000	$27,862	6
Western	$47,396	$43,300	$36,150	$26,400	$15,002	$34,336	10
Canada	na	na	na	na	na	na	na

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	$27,334	$25,700	$23,650	$20,254	$15,002	$22,548	16
$2,500,000 to 5,000,000	$56,990	$43,085	$34,317	$27,063	$22,300	$35,392	16
$5,000,000 to 7,500,000	$42,930	$41,886	$30,000	$23,974	$13,385	$32,229	7
Over $7,500,000	$62,541	$45,452	$43,550	$36,000	$22,100	$42,417	25

Metropolitan Area Population

Under 100,000	$44,200	$27,300	$23,500	$20,000	$17,472	$25,696	7
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	$50,819	$37,042	$32,238	$25,500	$20,508	$32,611	8
1,000,000-1,999,999	$47,300	$35,908	$29,742	$24,563	$13,385	$31,216	8
2,000,000-4,999,999	$60,457	$44,041	$35,000	$24,000	$15,002	$35,026	23
5,000,000 and Over	$62,541	$45,000	$42,450	$36,565	$22,100	$40,547	18

Curator E / Assistant Curator

Assists Curator and Associate Curator under their supervision. Usually no supervision of other curatorial staff. Reports to Curator (or Chief Curator).

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$50,940	$35,000	$31,263	$25,231	$10,000	$30,716	51

AmericanAssociation of Museum Region

New England	$37,500	$35,149	$25,750	$20,600	$10,000	$26,725	6
Mid Atlantic	$43,363	$32,076	$30,059	$25,615	$14,040	$29,798	16
Midwest	$35,000	$33,500	$31,299	$27,280	$22,190	$30,457	8
Mountain Plains	na	na	na	na	na	na	na
Southeast	$30,400	$28,353	$21,984	$16,464	$15,500	$22,540	5
Western	$42,208	$35,100	$34,660	$34,562	$27,000	$35,311	6
Canada	$50,940	$49,034	$44,034	$35,100	$34,403	$42,702	5

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	$37,500	$29,350	$20,866	$16,032	$10,000	$23,187	8
$2,500,000 to 5,000,000	$35,100	$31,263	$27,500	$21,984	$14,040	$27,300	9
$5,000,000 to 7,500,000	na	na	na	na	na	na	na
Over $7,500,000	$50,940	$35,100	$32,000	$30,370	$18,000	$33,747	29

Metropolitan Area Population

Under 100,000	na	na	na	na	na	na	na
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	$44,034	$34,562	$27,500	$20,232	$15,500	$27,745	7
1,000,000-1,999,999	$37,500	$34,752	$28,677	$23,730	$14,040	$28,535	8
2,000,000-4,999,999	$50,940	$35,000	$31,749	$28,000	$18,000	$32,500	18
5,000,000 and Over	$43,363	$35,000	$31,750	$27,560	$22,864	$32,011	14

Curatorial Assistant

Assistance to curatorial staff in routine duties, under their supervision. Possibly in training to become curatorial professional (curatorial intern).

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$46,957	$25,042	$21,000	$17,000	$10,000	$21,667	89

AmericanAssociation of Museum Region

New England	$27,190	$25,042	$21,840	$15,652	$13,500	$20,982	13
Mid Atlantic	$30,061	$27,431	$22,000	$18,100	$13,000	$22,421	25
Midwest	$29,600	$24,000	$20,748	$17,973	$10,544	$20,473	13
Mountain Plains	$25,210	$23,000	$20,485	$17,400	$13,500	$20,256	9
Southeast	$22,303	$21,600	$16,474	$15,000	$13,000	$17,415	11
Western	$38,220	$28,000	$23,325	$18,000	$10,000	$22,812	14
Canada	na	na	na	na	na	na	na

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	$28,800	$20,485	$17,400	$15,000	$10,000	$17,592	29
$2,500,000 to 5,000,000	$30,468	$24,500	$21,411	$18,900	$12,300	$21,547	18
$5,000,000 to 7,500,000	$38,220	$22,420	$21,132	$20,250	$17,973	$22,975	8
Over $7,500,000	$46,957	$28,700	$25,126	$21,420	$14,295	$25,880	26

Metropolitan Area Population

Under 100,000	$21,000	$20,000	$18,483	$13,500	$12,800	$17,378	6
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	$23,652	$22,303	$15,652	$12,300	$10,544	$16,716	7
500,000-999,999	$28,800	$20,800	$17,973	$15,000	$13,500	$19,421	9
1,000,000-1,999,999	$32,529	$24,100	$21,840	$20,485	$14,295	$22,146	13
2,000,000-4,999,999	$46,957	$27,000	$23,000	$20,500	$13,000	$24,244	21
5,000,000 and Over	$38,220	$28,000	$22,722	$18,000	$10,000	$22,678	31

Photographer

Responsible for photographic documentation of fine arts collections; supervision of studio and dark room facilities and personnel; participates in and oversees photography of general museum activities and events as required by museum staff. Reports to Chief Curator (or Registrar).

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$59,500	$35,939	$30,478	$25,224	$15,000	$31,542	68

AmericanAssociation of Museum Region

New England	$40,653	$38,000	$25,080	$22,640	$19,000	$29,203	7
Mid Atlantic	$45,573	$38,930	$35,893	$28,680	$17,686	$33,963	18
Midwest	$59,500	$33,660	$29,305	$26,500	$24,132	$34,089	13
Mountain Plains	$35,000	$30,000	$25,085	$22,660	$18,025	$25,782	10
Southeast	$32,273	$28,800	$25,368	$24,000	$15,000	$25,381	7
Western	$56,000	$35,568	$34,000	$30,257	$18,200	$33,836	9
Canada	na	na	na	na	na	na	na

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	$32,746	$26,500	$23,904	$21,270	$15,000	$24,160	11
$2,500,000 to 5,000,000	$38,900	$31,709	$26,408	$24,658	$17,617	$28,134	16
$5,000,000 to 7,500,000	$39,220	$33,071	$27,703	$23,608	$18,025	$28,252	8
Over $7,500,000	$59,500	$40,021	$35,276	$30,257	$17,686	$36,494	30

Metropolitan Area Population

Under 100,000	$34,112	$26,500	$26,493	$25,080	$18,025	$26,042	5
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	$34,766	$29,305	$26,019	$23,904	$15,000	$26,339	9
1,000,000-1,999,999	$33,660	$31,486	$25,300	$24,157	$22,484	$27,230	12
2,000,000-4,999,999	$55,500	$38,000	$34,681	$28,886	$17,686	$33,799	22
5,000,000 and Over	$59,500	$39,220	$38,335	$31,782	$21,270	$37,529	17

Educator A

Supervision of several educational departments or programs; responsibility for general educational program development; some museum administrative duties; considerable public contact; supervision of several education professionals and/or volunteers. Reports to Director.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$90,000	$45,526	$34,811	$28,100	$18,000	$38,407	154

AmericanAssociation of Museum Region

New England	$62,733	$39,593	$29,847	$27,170	$22,010	$33,789	17
Mid Atlantic	$90,000	$53,233	$40,000	$32,216	$23,000	$43,619	35
Midwest	$80,800	$49,700	$38,665	$26,839	$19,950	$38,997	27
Mountain Plains	$56,200	$39,140	$31,644	$26,946	$24,797	$33,962	14
Southeast	$47,500	$36,286	$28,778	$24,542	$18,000	$30,572	28
Western	$69,000	$45,526	$36,300	$32,500	$22,000	$39,387	25
Canada	$82,500	$75,742	$57,342	$44,000	$37,817	$58,793	7

Operating Budget

$400,000 to 1,000,000	$30,996	$29,329	$24,797	$22,010	$21,000	$25,430	15
$1,000,000 to 2,500,000	$47,000	$34,923	$29,847	$25,500	$18,000	$30,875	55
$2,500,000 to 5,000,000	$65,000	$45,350	$37,573	$32,323	$20,000	$38,849	35
$5,000,000 to 7,500,000	$56,895	$43,905	$39,190	$35,384	$31,000	$40,145	12
Over $7,500,000	$90,000	$62,733	$53,350	$45,826	$37,216	$56,784	31

Metropolitan Area Population

Under 100,000	$47,250	$32,077	$27,170	$24,000	$21,500	$28,771	19
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	$42,164	$34,272	$28,100	$24,843	$21,500	$30,076	13
500,000-999,999	$61,352	$39,188	$29,799	$26,006	$18,000	$32,915	24
1,000,000-1,999,999	$57,342	$41,920	$36,937	$32,162	$19,950	$37,622	24
2,000,000-4,999,999	$82,500	$50,050	$41,633	$30,996	$23,000	$43,269	34
5,000,000 and Over	$90,000	$55,000	$45,526	$33,000	$25,000	$47,384	35

Educator B / Associate Educator

Responsibility for specific interpretative program, one of which may or may not involve the design of the educational exhibitions from outside the collection for special audiences; budget management related to program area; preparation of written material and packaging of other educational materials for program; supervision of staff and volunteers relating to program area. Reports to Director of Education.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$61,850	$35,666	$29,250	$23,061	$15,900	$30,080	102

AmericanAssociation of Museum Region

New England	$40,165	$29,805	$24,995	$21,610	$16,640	$25,681	12
Mid Atlantic	$55,000	$37,800	$29,750	$21,652	$16,995	$31,013	31
Midwest	$40,797	$37,700	$29,874	$21,000	$15,900	$29,521	19
Mountain Plains	$32,100	$30,000	$26,558	$23,061	$18,787	$26,189	10
Southeast	$38,082	$32,900	$24,589	$21,000	$16,000	$25,980	11
Western	$51,900	$41,043	$30,809	$28,000	$19,000	$34,168	14
Canada	$61,850	$45,467	$39,314	$36,416	$28,665	$42,342	5

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	$38,250	$27,132	$22,000	$19,400	$15,900	$23,401	32
$2,500,000 to 5,000,000	$38,082	$32,860	$28,955	$23,985	$16,995	$28,393	24
$5,000,000 to 7,500,000	$48,125	$36,416	$31,950	$28,808	$21,684	$33,422	10
Over $7,500,000	$61,850	$41,846	$38,400	$33,600	$21,000	$38,637	29

Metropolitan Area Population

Under 100,000	$26,965	$23,061	$20,350	$18,607	$18,000	$21,222	6
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	$31,281	$29,874	$24,589	$18,787	$18,000	$24,649	7
500,000-999,999	$40,797	$34,760	$28,948	$24,250	$16,000	$28,585	17
1,000,000-1,999,999	$39,314	$28,700	$25,240	$22,000	$16,995	$26,115	14
2,000,000-4,999,999	$61,850	$37,700	$30,400	$25,000	$15,900	$32,183	29
5,000,000 and Over	$51,900	$40,671	$34,178	$26,726	$19,000	$34,088	28

Educator C /Assistant Educator

Assists in developing and implementing a major interpretive or studio program; administrative duties within program as directed and supervised by Educator or Associate Educator.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$49,313	$29,310	$25,000	$19,859	$12,133	$25,400	78

AmericanAssociation of Museum Region

New England	$27,300	$25,490	$19,300	$16,055	$14,797	$20,374	6
Mid Atlantic	$40,525	$29,477	$26,713	$21,145	$16,000	$26,701	22
Midwest	$29,401	$27,700	$26,069	$22,553	$12,133	$25,053	12
Mountain Plains	$25,870	$24,525	$21,118	$19,500	$16,218	$21,547	8
Southeast	$32,837	$26,250	$19,700	$16,000	$13,500	$21,141	14
Western	$33,864	$32,955	$26,500	$19,130	$16,000	$25,879	8
Canada	$49,313	$49,000	$38,750	$35,015	$18,200	$38,937	7

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	$27,300	$21,333	$18,000	$16,000	$13,500	$19,131	19
$2,500,000 to 5,000,000	$38,750	$27,369	$25,436	$19,859	$16,055	$25,098	18
$5,000,000 to 7,500,000	$35,015	$33,509	$25,435	$21,145	$20,000	$26,449	10
Over $7,500,000	$49,313	$32,400	$29,155	$24,000	$12,133	$30,261	26

Metropolitan Area Population

Under 100,000	$26,426	$21,333	$19,000	$16,954	$16,055	$19,795	6
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	$45,231	$31,800	$25,000	$18,200	$14,327	$25,216	14
1,000,000-1,999,999	$38,750	$23,421	$20,800	$18,400	$13,520	$22,686	13
2,000,000-4,999,999	$49,313	$29,201	$26,900	$22,149	$12,133	$27,526	20
5,000,000 and Over	$40,525	$32,955	$28,210	$22,785	$16,000	$27,878	20

Educational Assistant

Assistance to Educators in routine duties relating to implementation of ongoing programs and activities; possibly in training to become educational professional.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$40,525	$23,000	$19,700	$16,500	$8,874	$19,960	75

AmericanAssociation of Museum Region

New England	$31,840	$24,900	$18,380	$15,500	$12,496	$20,249	6
Mid Atlantic	$40,525	$24,000	$21,160	$18,089	$11,310	$21,935	21
Midwest	$24,000	$21,000	$18,499	$16,500	$8,874	$18,330	14
Mountain Plains	$24,934	$23,000	$19,700	$15,500	$13,500	$19,191	7
Southeast	$21,541	$20,000	$18,348	$14,700	$11,440	$17,372	13
Western	$29,268	$25,243	$18,927	$16,146	$12,750	$20,235	11
Canada	na	na	na	na	na	na	na

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	$31,840	$21,016	$17,750	$15,000	$8,874	$17,857	22
$2,500,000 to 5,000,000	$26,024	$23,366	$20,320	$17,082	$14,400	$20,137	14
$5,000,000 to 7,500,000	$33,523	$21,977	$18,874	$17,364	$15,936	$20,807	8
Over $7,500,000	$40,525	$24,000	$21,003	$18,350	$14,400	$21,680	22

Metropolitan Area Population

Under 100,000	na	na	na	na	na	na	na
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	$22,707	$18,348	$16,016	$13,500	$8,874	$15,893	9
500,000-999,999	$33,523	$22,271	$20,540	$16,350	$14,000	$20,781	8
1,000,000-1,999,999	$31,840	$19,700	$17,017	$14,700	$11,440	$17,906	11
2,000,000-4,999,999	$25,717	$23,366	$21,000	$18,350	$11,310	$20,822	21
5,000,000 and Over	$40,525	$24,050	$21,840	$18,500	$15,000	$22,351	21

Registrar A

Responsible for organization and maintenance of orderly forms, legal documents, files and retrieval system associated with acquisitions, accessions, de-accessions, cataloguing, loans, packing, shipping, customs, inventory, insurance, and storage; oversees shipping arrangements; may involve supervision of subordinate registration staff. Reports to Director or to Chief Curator.

Summary

	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$73,731	$38,730	$30,500	$25,849	$15,000	$33,138	168

AmericanAssociation of Museum Region

New England	$54,491	$34,475	$32,300	$30,104	$22,387	$33,779	16
Mid Atlantic	$73,731	$46,300	$35,000	$28,306	$20,000	$37,521	41
Midwest	$55,000	$40,000	$29,300	$23,665	$15,000	$31,731	29
Mountain Plains	$44,000	$31,415	$27,823	$20,784	$15,500	$27,289	18
Southeast	$46,000	$29,712	$26,540	$22,000	$17,850	$27,438	30
Western	$57,100	$39,967	$32,389	$27,432	$18,500	$34,394	25
Canada	$60,707	$59,900	$52,671	$33,934	$27,783	$48,083	7

Operating Budget

$400,000 to 1,000,000	$33,333	$26,679	$23,420	$20,000	$15,500	$23,773	18
$1,000,000 to 2,500,000	$37,500	$29,415	$26,775	$23,600	$15,000	$26,679	63
$2,500,000 to 5,000,000	$54,896	$38,383	$33,169	$28,306	$20,784	$34,247	34
$5,000,000 to 7,500,000	$58,500	$44,318	$35,617	$33,160	$25,344	$39,240	13
Over $7,500,000	$73,731	$54,000	$45,150	$38,970	$23,200	$46,162	35

Metropolitan Area Population

Under 100,000	$46,300	$32,600	$29,198	$26,000	$22,050	$30,027	18
100,000-249,999	$31,560	$24,165	$21,001	$19,100	$18,186	$22,502	6
250,000-499,999	$38,383	$28,459	$23,774	$20,000	$17,850	$25,385	15
500,000-999,999	$52,671	$32,938	$27,500	$22,600	$15,000	$28,450	25
1,000,000-1,999,999	$55,784	$35,685	$30,000	$26,124	$22,387	$31,971	25
2,000,000-4,999,999	$60,707	$45,400	$33,500	$28,306	$21,516	$37,099	39
5,000,000 and Over	$73,731	$49,200	$37,000	$28,704	$20,000	$38,910	39

Registrar B / Associate Registrar

Assists Registrar in performance of routine duties.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$53,215	$30,400	$24,900	$20,508	$10,900	$25,898	97

AmericanAssociation of Museum Region

New England	$38,220	$27,610	$25,748	$19,000	$10,900	$24,375	11
Mid Atlantic	$53,215	$32,565	$26,455	$21,713	$15,400	$28,321	28
Midwest	$39,000	$29,410	$25,100	$21,459	$19,000	$26,047	16
Mountain Plains	$26,500	$25,415	$22,250	$18,400	$16,116	$22,140	7
Southeast	$26,620	$24,000	$22,500	$16,464	$14,500	$20,940	17
Western	$37,047	$32,488	$28,500	$19,948	$14,797	$27,199	11
Canada	$42,989	$40,700	$39,136	$24,900	$18,191	$34,175	6

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	$27,170	$22,600	$18,400	$16,120	$10,900	$19,569	25
$2,500,000 to 5,000,000	$39,687	$27,294	$23,172	$20,013	$15,453	$24,502	24
$5,000,000 to 7,500,000	$32,488	$30,900	$24,900	$21,919	$18,000	$25,819	11
Over $7,500,000	$53,215	$38,220	$31,600	$26,500	$19,000	$32,489	31

Metropolitan Area Population

Under 100,000	$27,170	$24,919	$19,701	$16,579	$10,900	$20,059	8
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	$42,989	$25,748	$23,043	$19,948	$14,500	$23,249	18
1,000,000-1,999,999	$38,800	$25,100	$21,000	$18,400	$14,797	$22,104	17
2,000,000-4,999,999	$45,000	$32,129	$26,450	$21,438	$16,000	$27,837	28
5,000,000 and Over	$53,215	$37,047	$31,000	$26,071	$20,079	$31,742	22

Registrar C / Assistant Registrar

Assists the Registrar in performance of routine duties; may provide clerical assistance to the department.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$34,835	$26,415	$21,059	$18,562	$13,650	$22,417	60

AmericanAssociation of Museum Region

New England	$31,900	$24,007	$20,551	$18,606	$16,000	$21,807	7
Mid Atlantic	$34,835	$25,930	$21,200	$19,000	$13,650	$22,691	23
Midwest	$29,200	$22,122	$19,000	$17,800	$15,000	$20,985	9
Mountain Plains	$20,600	$20,140	$20,050	$17,400	$14,400	$19,086	6
Southeast	na	na	na	na	na	na	na
Western	$32,121	$28,343	$24,500	$23,129	$16,253	$25,157	9
Canada	na	na	na	na	na	na	na

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	$21,119	$20,551	$19,000	$17,400	$16,000	$18,762	9
$2,500,000 to 5,000,000	$30,400	$22,048	$17,800	$16,275	$13,650	$19,724	13
$5,000,000 to 7,500,000	$31,800	$24,529	$20,900	$20,232	$18,518	$22,705	8
Over $7,500,000	$34,835	$29,247	$24,253	$20,810	$14,400	$25,108	28

Metropolitan Area Population

Under 100,000	$22,048	$20,560	$18,594	$16,000	$15,000	$18,419	8
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	$29,295	$20,551	$19,000	$17,256	$16,275	$20,163	7
1,000,000-1,999,999	$20,465	$20,163	$20,100	$17,500	$15,000	$18,646	5
2,000,000-4,999,999	$34,835	$29,200	$22,449	$20,140	$13,650	$23,669	19
5,000,000 and Over	$32,480	$29,100	$24,526	$21,200	$17,380	$25,238	19

Librarian A / Head Librarian

Formulates and carries out library practices, policies and procedures; assigns, supervises and reviews work of library personnel; oversees acquisition of library materials; maintains catalogue and inventory of publications, reference materials and periodicals; responds to public inquiries and provides reference and research materials as requested by museum staff. Reports to Director.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$80,000	$43,566	$32,273	$25,550	$16,492	$36,217	88

AmericanAssociation of Museum Region

New England	$46,800	$39,686	$29,641	$27,469	$20,000	$32,549	8
Mid Atlantic	$78,963	$54,003	$41,000	$27,000	$20,000	$41,795	25
Midwest	$80,000	$40,600	$38,075	$24,300	$18,368	$37,077	14
Mountain Plains	$41,000	$34,610	$26,500	$24,890	$21,337	$29,048	10
Southeast	$38,492	$30,596	$23,544	$18,963	$16,492	$24,933	12
Western	$48,809	$44,689	$34,200	$30,345	$22,500	$36,432	13
Canada	$66,170	$59,800	$59,525	$49,500	$38,472	$54,693	5

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	$48,210	$26,000	$23,712	$20,000	$16,492	$24,903	17
$2,500,000 to 5,000,000	$46,750	$35,600	$30,277	$24,589	$18,368	$30,651	25
$5,000,000 to 7,500,000	$48,809	$39,109	$31,183	$27,538	$21,337	$32,930	12
Over $7,500,000	$80,000	$59,800	$45,222	$39,900	$24,000	$49,423	29

Metropolitan Area Population

Under 100,000	na	na	na	na	na	na	na
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	$35,600	$29,641	$25,567	$22,094	$17,500	$25,963	8
500,000-999,999	$59,525	$32,500	$28,639	$20,000	$18,000	$29,688	14
1,000,000-1,999,999	$49,500	$38,492	$31,500	$25,468	$22,000	$31,768	15
2,000,000-4,999,999	$72,000	$54,003	$36,525	$27,321	$22,500	$40,069	22
5,000,000 and Over	$80,000	$48,809	$42,206	$32,000	$22,050	$44,760	22

Librarian B / Associate Librarian

Cataloguing and classification of library materials; assists Head Librarian in the administration and maintenance of library and in training library staff.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$66,860	$35,977	$29,050	$22,300	$14,372	$30,347	48

AmericanAssociation of Museum Region

New England	na	na	na	na	na	na	na
Mid Atlantic	$66,860	$38,800	$29,165	$25,400	$17,000	$33,710	18
Midwest	$40,700	$33,709	$31,700	$23,818	$20,100	$30,442	7
Mountain Plains	$30,445	$28,950	$21,166	$19,000	$18,000	$23,121	6
Southeast	na	na	na	na	na	na	na
Western	$37,053	$30,400	$23,010	$18,400	$16,475	$24,756	7
Canada	na	na	na	na	na	na	na

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	na	na	na	na	na	na	na
$2,500,000 to 5,000,000	$38,800	$28,942	$23,252	$19,000	$14,372	$24,616	15
$5,000,000 to 7,500,000	na	na	na	na	na	na	na
Over $7,500,000	$66,860	$40,700	$32,151	$23,818	$18,000	$34,309	27

Metropolitan Area Population

Under 100,000	na	na	na	na	na	na	na
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	$47,026	$33,709	$19,000	$16,475	$14,372	$24,376	7
1,000,000-1,999,999	$36,350	$27,700	$22,464	$20,550	$18,000	$24,522	8
2,000,000-4,999,999	$50,000	$40,156	$31,926	$23,818	$18,000	$32,522	14
5,000,000 and Over	$66,860	$37,405	$29,150	$25,956	$20,140	$33,819	15

Librarian C /Assistant Librarian

Assists Head Librarian and Associate Librarian with specific sub-program in library operations.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$43,391	$29,800	$23,000	$19,075	$11,936	$24,342	39

AmericanAssociation of Museum Region

New England	na	na	na	na	na	na	na
Mid Atlantic	$43,391	$33,950	$26,884	$24,806	$18,550	$29,367	11
Midwest	$29,800	$26,400	$21,569	$19,075	$11,936	$21,476	10
Mountain Plains	na	na	na	na	na	na	na
Southeast	$33,008	$22,308	$19,700	$16,500	$13,500	$21,059	5
Western	na	na	na	na	na	na	na
Canada	na	na	na	na	na	na	na

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	na	na	na	na	na	na	na
$2,500,000 to 5,000,000	$26,884	$24,329	$17,494	$13,650	$11,936	$18,721	8
$5,000,000 to 7,500,000	$23,690	$22,000	$20,474	$18,550	$13,650	$19,806	6
Over $7,500,000	$43,391	$33,705	$27,900	$23,000	$12,400	$28,325	22

Metropolitan Area Population

Under 100,000	na	na	na	na	na	na	na
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	$41,777	$22,308	$19,700	$13,520	$11,936	$20,983	7
1,000,000-1,999,999	$33,008	$23,000	$18,000	$13,781	$12,400	$19,698	6
2,000,000-4,999,999	$43,391	$34,308	$27,854	$19,755	$15,200	$28,309	12
5,000,000 and Over	$33,950	$29,800	$26,250	$24,806	$18,550	$26,646	9

Conservator A /Chief Conservator

General supervision of conservation department, including administration of the budget and department personnel; initiates and supervises treatments carried out in conservation and scientific laboratories; performs conservation treatments on special projects. Reports to Director.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$102,000	$65,471	$48,575	$38,194	$17,620	$52,132	60

AmericanAssociation of Museum Region

New England	$65,520	$50,498	$41,482	$36,661	$21,421	$43,028	8
Mid Atlantic	$94,000	$68,355	$50,820	$42,500	$17,620	$55,350	21
Midwest	$85,500	$56,000	$43,587	$34,208	$25,500	$47,318	10
Mountain Plains	$89,000	$45,000	$38,500	$35,505	$30,500	$47,701	5
Southeast	na	na	na	na	na	na	na
Western	$102,000	$83,366	$67,485	$45,540	$32,421	$66,162	5
Canada	$77,625	$71,058	$61,850	$58,873	$54,762	$64,834	5

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	$47,500	$41,000	$34,208	$21,421	$17,620	$32,299	11
$2,500,000 to 5,000,000	$92,100	$55,695	$42,746	$35,321	$31,000	$51,584	11
$5,000,000 to 7,500,000	$54,762	$50,820	$44,497	$37,000	$30,500	$43,679	6
Over $7,500,000	$102,000	$75,698	$65,421	$50,000	$38,388	$64,236	27

Metropolitan Area Population

Under 100,000	na	na	na	na	na	na	na
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	$71,058	$55,107	$49,650	$39,970	$35,505	$49,008	9
1,000,000-1,999,999	$58,873	$50,000	$38,500	$32,421	$21,421	$40,105	11
2,000,000-4,999,999	$94,000	$66,800	$50,820	$42,500	$25,500	$56,217	19
5,000,000 and Over	$102,000	$75,698	$66,453	$46,000	$17,620	$62,594	14

Conservator B / Senior Conservator

Responsibility for conservation and restoration of a major collection, examination of that collection, and exhibits in area of specialization; preparation of conservation reports; supervision of professional assistant(s). Reports to Chief Conservator.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$84,800	$52,043	$46,161	$36,275	$26,620	$46,728	41

AmericanAssociation of Museum Region

New England	$58,000	$47,600	$44,500	$33,280	$28,000	$42,276	5
Mid Atlantic	$73,136	$48,370	$46,396	$40,529	$26,798	$46,424	16
Midwest	$64,300	$60,000	$48,580	$40,900	$32,640	$49,507	6
Mountain Plains	na	na	na	na	na	na	na
Southeast	na	na	na	na	na	na	na
Western	$84,800	$69,571	$52,243	$52,043	$35,521	$58,836	5
Canada	$54,836	$50,936	$46,350	$43,961	$30,936	$47,717	5

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	na	na	na	na	na	na	na
$2,500,000 to 5,000,000	$48,963	$47,300	$43,270	$33,603	$32,423	$41,217	8
$5,000,000 to 7,500,000	na	na	na	na	na	na	na
Over $7,500,000	$84,800	$58,000	$47,775	$41,580	$26,620	$50,306	27

Metropolitan Area Population

Under 100,000	na	na	na	na	na	na	na
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	$54,836	$47,600	$43,961	$34,006	$26,620	$41,405	5
1,000,000-1,999,999	$42,500	$40,900	$36,275	$34,680	$28,000	$36,471	5
2,000,000-4,999,999	$64,300	$51,168	$46,055	$34,140	$26,798	$45,197	16
5,000,000 and Over	$84,800	$60,000	$50,503	$44,310	$35,521	$54,024	14

Conservator C / Associate Conservator

Assist Conservator in the conservation, restoration and documentation of works of art in the collection, helps train assistant in conservation department.

Summary

	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$52,814	$43,945	$35,300	$30,264	$21,400	$36,202	34

AmericanAssociation of Museum Region

New England	na	na	na	na	na	na	na
Mid Atlantic	$52,814	$46,572	$35,117	$28,978	$21,400	$36,750	12
Midwest	$46,375	$38,700	$30,620	$28,600	$22,900	$33,848	7
Mountain Plains	na	na	na	na	na	na	na
Southeast	$38,646	$38,646	$34,611	$30,577	$30,492	$34,611	2
Western	na	na	na	na	na	na	na
Canada	na	na	na	na	na	na	na

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	na	na	na	na	na	na	na
$2,500,000 to 5,000,000	na	na	na	na	na	na	na
$5,000,000 to 7,500,000	na	na	na	na	na	na	na
Over $7,500,000	$52,814	$45,587	$38,193	$33,683	$22,900	$39,473	24

Metropolitan Area Population

Under 100,000	na	na	na	na	na	na	na
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	na	na	na	na	na	na	na
1,000,000-1,999,999	na	na	na	na	na	na	na
2,000,000-4,999,999	$52,814	$38,700	$35,000	$28,600	$21,400	$35,378	17
5,000,000 and Over	$49,963	$48,300	$44,144	$37,504	$30,264	$42,037	9

Conservator D / Assistant Conservator

Assists in the conservation, restoration and documentation of works of art, under supervision; responsible for routine examinations and inspections of art objects in the collection and on loan.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$46,376	$33,300	$29,150	$23,757	$16,380	$29,015	29

AmericanAssociation of Museum Region

New England	$33,300	$31,303	$30,800	$29,391	$23,757	$29,710	5
Mid Atlantic	$46,376	$35,654	$27,000	$23,100	$20,300	$29,270	10
Midwest	na	na	na	na	na	na	na
Mountain Plains	na	na	na	na	na	na	na
Southeast	na	na	na	na	na	na	na
Western	$35,800	$35,208	$31,923	$22,687	$18,290	$29,305	6
Canada	na	na	na	na	na	na	na

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	na	na	na	na	na	na	na
$2,500,000 to 5,000,000	na	na	na	na	na	na	na
$5,000,000 to 7,500,000	$32,630	$29,400	$27,136	$23,757	$22,687	$27,124	6
Over $7,500,000	$46,376	$35,800	$31,216	$26,500	$21,300	$31,501	17

Metropolitan Area Population

Under 100,000	na	na	na	na	na	na	na
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	$38,897	$33,300	$29,391	$25,511	$21,300	$29,680	5
1,000,000-1,999,999	na	na	na	na	na	na	na
2,000,000-4,999,999	$40,648	$35,827	$31,051	$23,904	$20,300	$30,314	8
5,000,000 and Over	$46,376	$35,208	$29,150	$26,500	$23,000	$30,698	11

Conservation Assistant

Treats and examines works of art under the supervision of Conservator; executes the necessary clerical work required by conservators.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$36,163	$27,691	$22,050	$19,000	$11,440	$23,302	29

AmericanAssociation of Museum Region

New England	na	na	na	na	na	na	na
Mid Atlantic	$30,940	$26,750	$23,455	$19,675	$15,600	$23,264	12
Midwest	$19,320	$18,946	$18,900	$18,682	$11,440	$17,458	5
Mountain Plains	na	na	na	na	na	na	na
Southeast	na	na	na	na	na	na	na
Western	na	na	na	na	na	na	na
Canada	na	na	na	na	na	na	na

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	na	na	na	na	na	na	na
$2,500,000 to 5,000,000	$30,300	$27,155	$23,657	$15,600	$11,440	$21,968	6
$5,000,000 to 7,500,000	na	na	na	na	na	na	na
Over $7,500,000	$36,163	$30,120	$21,887	$19,160	$15,889	$24,523	16

Metropolitan Area Population

Under 100,000	na	na	na	na	na	na	na
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	na	na	na	na	na	na	na
1,000,000-1,999,999	$31,685	$30,300	$18,946	$15,600	$11,440	$21,044	7
2,000,000-4,999,999	$31,862	$27,691	$23,100	$20,674	$17,000	$24,077	9
5,000,000 and Over	$36,163	$29,300	$25,500	$20,350	$18,200	$25,735	9

Conservation Scientist

Performs chemical, physical and optional analyses to determine physical composition of art objects; provides physical evidence to support authenticity of objects; assists Conservator in the selection of optimum treatment methods. Reports to Chief Conservator.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$92,100	$59,280	$48,792	$38,805	$24,000	$51,305	11

AmericanAssociation of Museum Region

New England	na	na	na	na	na	na	na
Mid Atlantic	$92,100	$80,000	$52,626	$41,924	$31,500	$58,463	6
Midwest	na	na	na	na	na	na	na
Mountain Plains	na	na	na	na	na	na	na
Southeast	na	na	na	na	na	na	na
Western	na	na	na	na	na	na	na
Canada	na	na	na	na	na	na	na

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	na	na	na	na	na	na	na
$2,500,000 to 5,000,000	na	na	na	na	na	na	na
$5,000,000 to 7,500,000	na	na	na	na	na	na	na
Over $7,500,000	$80,000	$54,694	$45,746	$38,805	$24,000	$47,225	10

Metropolitan Area Population

Under 100,000	na	na	na	na	na	na	na
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	na	na	na	na	na	na	na
1,000,000-1,999,999	na	na	na	na	na	na	na
2,000,000-4,999,999	$80,000	$54,694	$48,792	$42,700	$32,000	$52,998	5
5,000,000 and Over	$59,280	$50,558	$41,924	$31,500	$24,000	$41,452	5

Preparator A / Chief Preparator

Supervises installation of art objects; plans and directs the fabrication, installation, and disassembly of both temporary and permanent museum exhibits; administers budget, personnel and operations of preparation department. Reports to Chief Curator or Director.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$80,000	$36,000	$28,105	$23,418	$14,500	$31,201	130

AmericanAssociation of Museum Region

New England	$40,500	$34,340	$29,000	$24,120	$14,976	$28,488	14
Mid Atlantic	$80,000	$46,809	$34,600	$26,000	$17,620	$39,091	25
Midwest	$42,320	$33,000	$28,191	$21,000	$18,000	$27,565	23
Mountain Plains	$40,300	$28,454	$25,015	$22,381	$15,000	$25,713	17
Southeast	$39,750	$31,798	$24,733	$21,000	$14,500	$26,331	22
Western	$56,400	$40,498	$34,300	$25,792	$16,500	$33,560	23
Canada	$64,582	$51,934	$50,900	$41,287	$24,000	$46,541	5

Operating Budget

$400,000 to 1,000,000	$37,740	$25,000	$22,680	$18,400	$14,500	$22,208	15
$1,000,000 to 2,500,000	$42,320	$28,250	$24,060	$20,405	$16,500	$25,191	48
$2,500,000 to 5,000,000	$50,260	$34,742	$30,000	$28,000	$15,370	$32,071	25
$5,000,000 to 7,500,000	$50,080	$40,498	$35,721	$27,889	$21,000	$33,969	11
Over $7,500,000	$80,000	$51,934	$40,500	$33,800	$24,300	$44,184	25

Metropolitan Area Population

Under 100,000	$34,340	$28,191	$25,792	$22,763	$18,634	$26,033	15
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	$42,320	$29,005	$24,142	$20,715	$14,500	$25,408	12
500,000-999,999	$51,934	$31,798	$26,516	$23,000	$15,000	$28,358	21
1,000,000-1,999,999	$40,300	$35,880	$29,991	$24,250	$15,370	$29,938	21
2,000,000-4,999,999	$80,000	$40,500	$30,866	$23,604	$14,976	$34,677	31
5,000,000 and Over	$65,100	$45,588	$38,120	$27,393	$17,620	$37,392	26

Preparator B / Associate Preparator

Assists Chief Preparator in administration of the department and implementation of preparation programs.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$49,036	$28,800	$22,336	$18,634	$10,000	$24,286	93

AmericanAssociation of Museum Region

New England	$33,960	$28,800	$24,064	$22,000	$15,600	$25,232	6
Mid Atlantic	$48,319	$35,600	$28,200	$21,000	$14,250	$28,320	19
Midwest	$33,800	$26,250	$22,322	$18,634	$13,650	$22,444	18
Mountain Plains	$30,100	$24,072	$21,204	$20,004	$13,375	$22,234	11
Southeast	$34,410	$20,540	$17,971	$15,000	$12,500	$18,707	18
Western	$39,800	$33,136	$26,431	$18,350	$10,000	$25,614	16
Canada	na	na	na	na	na	na	na

Operating Budget

$400,000 to 1,000,000	$28,800	$20,540	$19,860	$18,634	$16,000	$20,767	5
$1,000,000 to 2,500,000	$35,240	$22,168	$18,940	$14,779	$10,000	$19,244	32
$2,500,000 to 5,000,000	$37,200	$29,023	$22,990	$18,503	$15,000	$24,484	23
$5,000,000 to 7,500,000	$34,063	$28,654	$25,613	$22,280	$17,000	$25,726	9
Over $7,500,000	$49,036	$35,768	$32,263	$24,370	$13,375	$31,790	21

Metropolitan Area Population

Under 100,000	$28,200	$24,127	$21,340	$18,634	$13,650	$20,882	13
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	$24,149	$22,303	$18,450	$17,199	$15,000	$18,986	7
500,000-999,999	$41,156	$28,654	$22,990	$19,500	$14,250	$24,636	15
1,000,000-1,999,999	$37,200	$24,205	$20,350	$17,547	$12,500	$21,846	16
2,000,000-4,999,999	$49,036	$33,800	$23,000	$19,475	$13,375	$26,184	19
5,000,000 and Over	$39,800	$34,063	$29,023	$26,250	$10,000	$28,873	19

Editor / Head of Publications

Administers the operations of publications department, with responsibility for all facets of its programs including management, editorial and production functions. Reports to Director.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$91,900	$50,500	$36,000	$30,000	$17,750	$40,189	71

AmericanAssociation of Museum Region

New England	$37,000	$35,383	$31,405	$23,500	$22,000	$29,947	8
Mid Atlantic	$80,480	$53,325	$41,755	$34,392	$19,380	$44,311	24
Midwest	$64,600	$50,500	$38,361	$30,750	$22,000	$39,846	14
Mountain Plains	$44,100	$32,000	$29,935	$26,000	$24,000	$30,995	6
Southeast	$49,550	$37,000	$28,179	$20,800	$17,750	$30,243	6
Western	$91,900	$56,199	$34,180	$32,500	$20,956	$43,935	9
Canada	na	na	na	na	na	na	na

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	$40,000	$37,000	$28,850	$22,000	$17,750	$29,509	15
$2,500,000 to 5,000,000	$44,767	$34,585	$34,044	$30,750	$22,000	$33,534	11
$5,000,000 to 7,500,000	$38,921	$36,000	$30,000	$22,000	$19,380	$29,459	9
Over $7,500,000	$91,900	$60,066	$51,450	$36,153	$24,000	$50,662	32

Metropolitan Area Population

Under 100,000	$39,618	$37,650	$32,100	$26,206	$22,000	$31,691	8
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	$61,352	$38,921	$35,459	$34,410	$22,000	$38,428	5
1,000,000-1,999,999	$56,765	$44,100	$31,000	$22,000	$20,800	$33,269	11
2,000,000-4,999,999	$79,000	$52,000	$37,400	$32,000	$19,380	$41,381	22
5,000,000 and Over	$91,900	$60,000	$44,383	$34,044	$27,072	$47,756	22

Head Designer

Responsible for design of all museum publications and graphics; possible supervision of all subordinate staff. Reports to Head of Publications.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$80,000	$42,768	$29,247	$25,200	$13,013	$35,104	58

AmericanAssociation of Museum Region

New England	na	na	na	na	na	na	na
Mid Atlantic	$80,000	$60,835	$45,153	$27,682	$13,013	$44,524	12
Midwest	$50,000	$36,663	$30,074	$25,750	$17,400	$30,928	16
Mountain Plains	$38,300	$27,600	$27,500	$26,000	$23,232	$28,526	5
Southeast	$37,577	$32,910	$25,212	$22,122	$20,600	$27,034	7
Western	$71,400	$46,070	$31,025	$26,775	$22,687	$36,890	12
Canada	na	na	na	na	na	na	na

Operating Budget

$400,000 to 1,000,000	na	na	na	na	na	na	na
$1,000,000 to 2,500,000	$28,000	$26,780	$25,200	$22,840	$13,013	$23,378	9
$2,500,000 to 5,000,000	$54,607	$32,212	$26,925	$25,106	$22,468	$30,807	12
$5,000,000 to 7,500,000	$39,492	$29,142	$24,594	$20,600	$18,900	$26,220	6
Over $7,500,000	$80,000	$56,390	$42,384	$32,910	$22,040	$45,203	26

Metropolitan Area Population

Under 100,000	$30,147	$28,000	$24,933	$21,611	$17,400	$24,504	6
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	na	na	na	na	na	na	na
500,000-999,999	$62,896	$45,451	$29,353	$25,212	$22,040	$35,332	7
1,000,000-1,999,999	$39,492	$36,001	$26,875	$25,100	$18,900	$29,293	8
2,000,000-4,999,999	$80,000	$43,400	$32,489	$27,600	$20,600	$38,262	17
5,000,000 and Over	$71,400	$53,875	$39,234	$27,650	$13,013	$41,531	16

Building Superintendent

Responsible for operation of all facilities including maintenance and janitorial services. Reports to Director or Administrator.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$90,016	$45,750	$35,298	$26,166	$12,500	$38,842	131

AmericanAssociation of Museum Region

New England	$67,500	$39,805	$31,961	$28,048	$18,000	$34,959	17
Mid Atlantic	$75,684	$58,720	$40,000	$30,000	$16,143	$43,301	39
Midwest	$79,500	$53,700	$38,588	$26,863	$17,000	$42,284	19
Mountain Plains	$61,000	$44,053	$32,209	$26,875	$15,000	$34,512	12
Southeast	$43,821	$30,046	$25,000	$19,200	$12,500	$25,922	21
Western	$90,016	$47,200	$43,428	$34,125	$12,500	$44,042	14
Canada	$74,577	$65,027	$58,000	$41,000	$32,000	$53,816	7

Operating Budget

$400,000 to 1,000,000	$35,298	$26,166	$21,900	$15,000	$12,500	$22,127	6
$1,000,000 to 2,500,000	$43,500	$32,000	$29,000	$20,021	$12,500	$27,346	47
$2,500,000 to 5,000,000	$61,000	$42,961	$34,708	$30,273	$23,418	$36,647	28
$5,000,000 to 7,500,000	$60,420	$45,652	$43,006	$34,828	$25,400	$41,494	13
Over $7,500,000	$90,016	$68,000	$61,729	$48,000	$24,000	$59,334	32

Metropolitan Area Population

Under 100,000	$45,150	$31,000	$29,689	$25,300	$19,690	$29,663	11
100,000-249,999	na	na	na	na	na	na	na
250,000-499,999	$39,595	$33,700	$31,403	$25,000	$12,500	$28,972	9
500,000-999,999	$60,457	$39,805	$32,000	$26,863	$12,500	$33,046	23
1,000,000-1,999,999	$65,027	$42,840	$37,000	$28,048	$13,000	$35,632	21
2,000,000-4,999,999	$79,500	$55,850	$41,750	$29,475	$17,000	$42,495	32
5,000,000 and Over	$90,016	$64,960	$46,600	$36,100	$16,143	$48,845	32

Chief of Security

Supervises all guard forces. May report to Building Superintendent or Administrator.

Summary	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
All Museums	$77,500	$38,000	$30,000	$21,000	$12,408	$31,880	119

AmericanAssociation of Museum Region

New England	$55,000	$33,095	$26,702	$22 000	$17,500	$29,761	17
Mid Atlantic	$72,000	$46,461	$30,560	$20,000	$12,480	$35,190	24
Midwest	$77,500	$39,596	$31,150	$22,750	$14,000	$32,655	24
Mountain Plains	$59,000	$32,960	$24,830	$19,750	$13,886	$28,312	13
Southeast	$37,706	$25,043	$21,526	$16,500	$12,480	$22,637	18
Western	$72,200	$39,000	$30,830	$21,661	$15,340	$34,507	16
Canada	$74,577	$60,457	$59,800	$52,655	$41,000	$57,698	5

Operating Budget

$400,000 to 1,000,000	$26,702	$22,764	$19,144	$16,500	$12,480	$19,510	14
$1,000,000 to 2,500,000	$43,000	$25,043	$21,176	$16,650	$12,408	$22,014	43
$2,500,000 to 5,000,000	$59,000	$34,450	$31,268	$25,657	$19,500	$32,539	20
$5,000,000 to 7,500,000	$52,655	$39,160	$33,500	$31,500	$19,750	$34,665	11
Over $7,500,000	$77,500	$63,628	$48,700	$38,800	$27,463	$51,229	28

Metropolitan Area Population

Under 100,000	$34,900	$26,354	$22,000	$19,000	$12,841	$22,624	15
100,000-249,999	$30,540	$21,810	$17,564	$12,480	$12,408	$18,728	6
250,000-499,999	$33,800	$26,702	$23,201	$16,500	$14,000	$22,576	10
500,000-999,999	$60,457	$37,706	$32,000	$22,500	$12,500	$32,886	13
1,000,000-1,999,999	$53,000	$36,100	$29,958	$24,150	$16,880	$30,514	18
2,000,000-4,999,999	$74,577	$43,500	$32,960	$21,500	$15,300	$35,122	31
5,000,000 and Over	$77,500	$51,745	$39,600	$24,080	$12,480	$40,789	25

University Museum Salary Ranges

Position	Highest Salary	75th Percentile	Median Salary	25th Percentile	Lowest Salary	Mean Salary	# of Museums
Director	$124,000	$85,282	$72,875	$62,000	$46,210	$75,251	37
Administrator	$83,400	$44,731	$38,496	$30,106	$19,000	$39,909	29
Development officer	$57,000	$45,600	$32,316	$29,277	$24,000	$36,056	15
Marketing director	na	na	na	na	na	na	na
Membership secretary	$41,600	$28,690	$23,9[illegible]8	$19,424	$16,000	$24,502	28
Public relations officer	$41,200	$29,954	$27,700	$22,000	$20,216	$27,065	15
Museum store manager	$37,200	$27,000	$20,418	$19,204	$16,000	$23,171	22
Volunteer coordinator	na	na	na	na	na	na	na
Curator A	$87,500	$47,607	$36,145	$31,300	$24,747	$41,080	22
Curator B	$76,630	$43,788	$35,939	$32,318	$26,304	$39,819	24
Curator C	$42,288	$38,700	$27,800	$24,708	$24,300	$30,308	7
Curator D	$34,335	$27,334	$23,500	$21,000	$17,472	$24,728	5
Curator E	na	na	na	na	na	na	na
Curatorial assistant	$30,468	$26,300	$20,664	$15,000	$10,000	$20,064	13
Photographer	$38,000	$34,034	$26,497	$24,152	$22,484	$28,731	8
Educator A	$41,160	$32,500	$28,500	$24,843	$21,500	$29,505	27
Educator B	$38,250	$29,874	$24,770	$21,000	$18,000	$25,249	14
Educator C	$25,490	$21,333	$20,904	$16,954	$16,218	$20,180	5
Educational assistant	$31,840	$21,468	$20,000	$18,000	$8,874	$19,537	9
Registrar A	$51,600	$29,564	$27,008	$23,366	$18,186	$27,685	36
Registrar B	$31,600	$26,293	$22,000	$18,524	$15,159	$22,272	16
Registrar C	$31,900	$21,119	$18,606	$16,000	$15,000	$19,973	7
Librarian A	na	na	na	na	na	na	na
Librarian B	na	na	na	na	na	na	na
Librarian C	na	na	na	na	na	na	na
Conservator A	$55,695	$46,400	$36,753	$29,854	$21,421	$37,891	8
Conservator B	na	na	na	na	na	na	na
Conservator C	na	na	na	na	na	na	na
Conservator D	na	na	na	na	na	na	na
Conservation assistant	na	na	na	na	na	na	na
Conservation scientist	na	na	na	na	na	na	na
Preparator A	$50,260	$30,784	$27,227	$22,381	$15,370	$27,543	35
Preparator B	$33,960	$25,170	$21,340	$18,634	$10,000	$22,012	21
Editor	$40,000	$38,300	$30,810	$26,000	$22,000	$31,185	11
Head designer	$39,492	$26,633	$23,500	$22,122	$17,400	$25,482	9
Building superintendent	$53,000	$41,113	$31,256	$28,674	$18,213	$33,487	12
Chief of security	$47,400	$30,800	$23,000	$19,200	$12,841	$24,835	23